

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>				1. CONTRACT ID CODE <b>12</b>		PAGE OF PAGES <b>1</b>   <b>3</b>	
2. AMENDMENT/MODIFICATION NO. <b>63</b>		3. EFFECTIVE DATE <b>December 14, 2005</b>		4. REQUISITION/PURCHASE REQ. NO. <b>4200137158</b>		5. PROJECT NO. (If applicable)	
6. ISSUED BY Procurement Office George C. Marshall Space Flight Center National Aeronautics and Space Administration Marshall Space Flight Center, AL 35812		CODE <b>PS31-J</b>		7. ADMINISTERED BY (If other than Item 6) <b>Jeffrey S. Jackson</b> (256) 544-8935 Phone (256) 544-3223 Fax		CODE <b>PS31-J</b>	
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State, and Zip Code)  Science Applications International Corporation (SAIC) Company 6, Technology Services Company 10260 Campus Point Drive San Diego, CA 92121 c/o 6725 Odyssey Drive, Huntsville, AL 35806				<input checked="" type="checkbox"/>		9A. AMENDMENT OF SOLICITATION NO.	
				<b>X</b>		9B. DATED (SEE ITEM 11)	
						10A. MODIFICATION OF CONTRACT/ORDER NO. <b>NNM04AA02C</b>	
						10B. DATED (SEE ITEM 13) <b>1/1/04</b>	
CODE <b>CAGE- 0T5L1</b>		FACILITY CODE <b>SAP- 103429</b>					

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

☐ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☐ is extended, ☐ is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:

(a) By completing Items 8 and 15 and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. **FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER.** If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

**12. ACCOUNTING AND APPROPRIATION DATA (If required)**

**PR 4200137158** **PLI's 1, 2, 3, 4, and 5**

**13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

<input checked="" type="checkbox"/>	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
<input type="checkbox"/>	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
<input type="checkbox"/>	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
<input checked="" type="checkbox"/>	D. OTHER (Specify type of modification and authority) <b>FAR 43.103(b) and the "Limitation of Funds" clause</b>

**E. IMPORTANT:** Contractor ☒ is not, ☐ is required to sign this document and return \_\_\_\_\_ copies to the issuing office.

**14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)**

	Negotiated Estimated Cost	Shared Savings Fee	Award Fee Earned	Potential Award Fee	Contract Value	Total Sum Allotted
Prev. Base Total	\$496,114,878	\$0	\$12,457,954	\$16,433,620	\$525,006,452	\$366,341,532
This Modification	\$0	\$0	\$0	\$0	\$0	\$14,720,290
Rev. Base Total	\$496,114,878	\$0	\$12,457,954	\$16,433,620	\$525,006,452	\$381,061,822

**SEE PAGE 2 FOR DESCRIPTION OF AMENDMENT/MODIFICATION**

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect

15A. NAME AND TITLE OF SIGNER (Type or print) <b>Jeffrey S. Jackson, Contracting Officer</b>		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) <b>Jeffrey S. Jackson, Contracting Officer</b>	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA  BY <b>/s/ Jeffrey S. Jackson</b>	16C. DATE SIGNED <b>December 14, 2005</b>
(Signature of person authorized to sign)		(Signature of Contracting Officer)	

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT  
(continued)

The purposes of this modification are to: (1) obligate an amount of \$14,795,290 in incremental funding and deobligate an amount of \$75,000 (PLI 52/ ALI 40) in incremental funding, for a net increase of \$14,720,290; (2) delete Attachment J-3, Wage Determinations, in its entirety in order to replace it with updated Wage Determinations as occurs on the approximate anniversary dates of contracts subject to the Service Contract Act of 1965, as Amended; and (3) replace Attachment J-8, Government-Furnished Property, with an updated listing incorporated by reference. Accordingly, NNM04AA02C is modified as follows:

- A. Under Section B, Clause B.6, Contract Funding, the total amount allotted by the Government is increased by \$14,720,290. This is based on an obligation of \$14,795,290 and a deobligation of \$75,000 (from PLI 52/ ALI 40). The total amount obligated is therefore increased from \$366,341,532 to \$381,061,822. This amount will be added to the Estimated Cost line. As a result of this actions, the funded through date is extended through April 25, 2006.
- B. Attachment J-3, Wage Determinations, is deleted in its entirety and is replaced with the revised Attachment J-3 in order to reflect current wage rates as provided in Notice No. NNM04AA02C, A-2600752, USDOL #039589. The Wage Determinations affected by this change are delineated as follows:

<u>Previous</u>	<u>New</u>
1994-2008, Rev. 21, 8/11/04	1994-2008, Rev. 23, 5/23/05
1994-2044, Rev. 20, 8/10/04	1994-2044, Rev. 22, 5/23/05
1994-2048, Rev. 20, 6/17/04	1994-2048, Rev. 22, 5/23/05
1994-2054, Rev. 19, 6/17/04	1994-2054, Rev. 21, 5/23/05
1994-2062, Rev. 17, 6/17/04	1994-2062, Rev. 19, 5/23/05
1994-2064, Rev. 19, 11/10/04	1994-2064, Rev. 21, 5/23/05
1994-2096, Rev. 15, 8/05/04	1994-2096, Rev. 17, 6/03/05
1994-2104, Rev. 23, 6/11/04	1994-2104, Rev. 25, 5/23/05
1994-2118, Rev. 23, 8/06/04	1994-2118, Rev. 25, 5/23/05
1994-2234, Rev. 17, 8/06/04	1994-2234, Rev. 19, 5/23/05
1994-2248, Rev. 22, 6/11/04	1994-2248, Rev. 24, 5/23/05
1994-2302, Rev. 18, 9/30/04	1994-2302, Rev. 21, 6/21/05
1994-2376, Rev. 18, 8/06/04	1994-2376, Rev. 20, 11/3/05
1994-2416, Rev. 20, 6/21/04	1994-2416, Rev. 22, 5/23/05
1994-2512, Rev. 21, 7/21/04	1994-2512, Rev. 23, 6/14/05
1994-2516, Rev. 24, 8/10/04	1994-2516, Rev. 26, 5/23/05
1994-2544, Rev. 30, 11/10/04	1994-2544, Rev. 32, 5/23/05
1994-2574, Rev. 16, 6/11/04	1994-2574, Rev. 18, 5/23/05
2004-0434, Rev. 1, 12/02/04	CBA-2005-3392, Basic, 11/28/05

- C. Attachment J-8, Government-Furnished Property, is deleted in its entirety and is replaced with the revised updated listings of both property and materials. The property listing, designated as Attachment J-8 (A), contains 18,144 items valued at \$107,833,309, and the materials listing, designated as Attachment J-8(B), contains 95,398 items at a total value of \$2,741,169. The listings are hereby incorporated by reference and are located at the online UNITEs contract repository.
- D. The modification(s) made above are reflected in total on the change page(s) enclosed herewith. In order to reflect the change(s) made, the page(s) listed below are hereby deleted from, or added to, NNM04AA02C. Changes are indicated in either bolded text or by a vertical line in the right margin to indicate the specific area(s) of change. For Attachment J-3, Wage Determinations, as the entire attachment is replaced, neither bolded text or a vertical change bar is included in the right margin to indicate the specific area(s) of change.

Page(s) Deleted

B-8  
J-3-1 – J-3-168  
J-8-1 – J-8-3

Page(s) Added

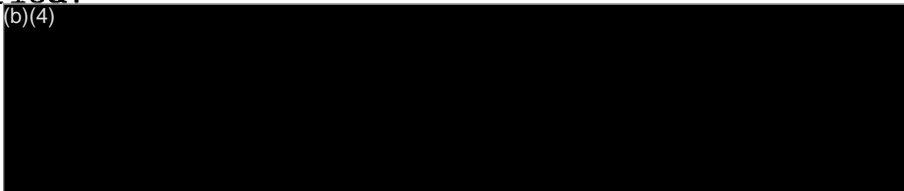
B-8  
J-3-1 – J-3-167  
J-8-1

- E. All other terms and conditions of NNM04AA02C remain unchanged.

B.5 PREMIUM FOR SCHEDULED OVERTIME (MSFC--52.222-90) (FEB 2001)

Pursuant to the clause entitled "Payment for Overtime Premiums," the amount of overtime premium authorized shall not exceed the amount specified below for the indicated period.

(b)(4)



(End of clause)

B.6 CONTRACT FUNDING (1852.232-81) (JUN 1990)

(a) For purposes of payment of cost, exclusive of fee, in accordance with the Limitation of Funds clause, the total amount allotted by the Government to this contract is \$360,483,256. This allotment is for performance in all areas and covers the following estimated period of performance: contract award through April 25, 2006.

(b) An additional amount of \$20,578,566 is obligated under this contract for payment of fees.

(c) Recapitulation of funding is as follows:

	<u>Previous</u>	<u>This Action</u>	<u>Total</u>
Estimated Cost	\$345,762,966	\$14,720,290	\$360,483,256
Shared Savings Fee	\$0	\$0	\$0
Provisional Award			
Fee (Funded at 75%)	\$8,120,612	\$0	\$8,120,612
Award Fee Earned	<u>\$12,457,954</u>	<u>\$0</u>	<u>\$12,457,954</u>
Total Sum Allotted	\$366,341,532	\$14,720,290	\$381,061,822

(End of clause)

B.7 INDEFINITE DELIVERY/REQUIREMENTS

(a) The completion effort (definite quantity) of this contract is considered to be those services negotiated for the estimated cost and fees for the basic contract period and each priced option period. Work that cannot be sufficiently identified, predetermined, or quantified is identified as Requirements work.

(b) Requirements work is specified as that effort that exceeds the performance bands specified in PWS sections 5.1, MSFC Applications and Web Services, and 3.9.4 and 5.10.4, Maintenance.



**ATTACHMENT J-3**

**WAGE DETERMINATIONS**

Wage Determinations from the Department of Labor  
are attached

**SPECIAL NOTICE****Additional SERVICE CONTRACT ACT WAGE DETERMINATION REQUIREMENTS:**

The following job classifications were conformed by a predecessor contractor and approved by the U. S. Department of Labor (DOL) on February 19, 2004. These additional approved classifications and wage rates, as well as those contained in the Service Contract Act (SCA) wage determination 1994-2008, shall be applicable to the follow-on requirement.

In Addition, the minimum hourly wage rates listed below shall be "indexed" each time a new SCA contract wage determination is incorporated into the resulting contract and options in accordance with Title 29 Code of Federal Regulations Part 4.6(b)(2)(iv)(B). These indexed rates shall be submitted to the contracting officer and the Contractor Industrial Labor Relations Manager for review and approval. In this regards the successor must furnish full rational for the adjusted rates in accordance with DOL requirements.

The mandatory minimum wage rates for these classifications are listed below. The mandatory fringe benefits requirements shall be identical to those contained in wage determination No. 1994-2008 (Revision 23), dated 05-23-05.

**CONFORMED CLASSIFICATIONS**

<b><u>DOL Approved Classifications</u></b>	<b><u>Minimum Hourly Rate</u></b>
*Photographic Laboratory Technician I	\$16.33
*Photographic Laboratory Technician II	\$20.38
*Photographic Laboratory Technician Lead	\$22.43

\* Job Description Attached

**Photographic Laboratory Technician I:**

Operates the processing and printing equipment for both motion picture and still photography production. Could be called upon to add pre-mixed chemicals to tank. Loads and processes film and paper products. Prints color and black and white prints, viewgraphs and slides using sensitometric and densitometric techniques. May use a film color corrector for transferring motion picture film to videotape in a variety of formats, enhancing the picture quality through the use of gain and pedestal adjustments, primary and secondary color adjustments, and gain reduction. Has an understanding of copy room techniques and procedures creating images using different sensitometric materials to produce high quality negatives and transparencies from customer originals. May be called upon to assist higher-level personnel with the process. Interprets work requirements to meet customer needs. Assists in general operation and maintenance of all photographic equipment. Uses computer to request caption labels and log work requests. With little or no assistance may operate computer and peripherals for digital imaging. Film scanning, film recording, and inkjet printing.

**Photographic Laboratory Technician II:**

Operates the processing and printing equipment for both motion picture and still photographic production. May produce black and white, color still, and motion picture, with no assistance use sensitometric and densitometric techniques to color and density correct negatives. Reads and plots film and paper sensitometric control strips for still and motion picture processing. Has the knowledge to interpret and maintain proper processing control. Assists lower level personnel with this process. Responsible for adding pre-mixed chemicals to tank and mixing chemicals by using a formula for motion picture development. Possesses the ability to work in a copy room selecting the appropriate sensitized material and determines the appropriate scale to use to meet customer needs. Oversees the general operation and maintenance of all photographic equipment. Interprets work request to meet customer needs. Cuts and captions prints using a computer to request caption labels and mounts viewgraphs and slides. With no assistance operates computer and peripherals for digital imaging, film scanning, film recording, and inkjet printer. Responsible for hazardous waste control and hazardous chemical inventory.

**ATTACHMENT J-3**

**WAGE DETERMINATIONS**

Wage Determinations from the Department of Labor  
are attached

**Photographic Laboratory Technician I:**

Operates the processing and printing equipment for both motion picture and still photography production. Could be called upon to add pre-mixed chemicals to tank. Loads and processes film and paper products. Prints color and black and white prints, viewgraphs and slides using sensitometric and densitometric techniques. May use a film color corrector for transferring motion picture film to videotape in a variety of formats, enhancing the picture quality through the use of gain and pedestal adjustments, primary and secondary color adjustments, and gain reduction. Has an understanding of copy room techniques and procedures creating images using different sensitometric materials to produce high quality negatives and transparencies from customer originals. May be called upon to assist higher-level personnel with the process. Interprets work requirements to meet customer needs. Assists in general operation and maintenance of all photographic equipment. Uses computer to request caption labels and log work requests. With little or no assistance may operate computer and peripherals for digital imaging. Film scanning, film recording, and inkjet printing.

**Photographic Laboratory Technician II:**

Operates the processing and printing equipment for both motion picture and still photographic production. May produce black and white, color still, and motion picture, with no assistance use sensitometric and densitometric techniques to color and density correct negatives. Reads and plots film and paper sensitometric control strips for still and motion picture processing. Has the knowledge to interpret and maintain proper processing control. Assists lower level personnel with this process. Responsible for adding pre-mixed chemicals to tank and mixing chemicals by using a formula for motion picture development. Possesses the ability to work in a copy room selecting the appropriate sensitized material and determines the appropriate scale to use to meet customer needs. Oversees the general operation and maintenance of all photographic equipment. Interprets work request to meet customer needs. Cuts and captions prints using a computer to request caption labels and mounts viewgraphs and slides. With no assistance operates computer and peripherals for digital imaging, film scanning, film recording, and inkjet printer. Responsible for hazardous waste control and hazardous chemical inventory.

**Photographic Laboratory Technician Lead:**

In addition to the duties described in Photographic Technician II above, the Photographic Technician III:

Receives and interprets work orders and assigns to personnel for completion. Tracks work orders; keeps maintenance logs, and produces reports as required.

Checks quality of work produced, equipment conditions, and supply levels to maintain a smooth operation.

Maintains sensitometric and chemical control of all still and motion picture processing machines.

Prepares logs on work orders.

Assists lower level personnel in completion of assigned task.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross                      Division of Director                              Wage Determinations	Wage Determination No.: <b>1994-2008</b> Revision No.: <b>23</b> Date Of Revision: <b>05/23/2005</b>

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States: **Alabama**, Tennessee

Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Lawrence,  
 Limestone, **Madison**, Marion, Marshall, Morgan, Winston  
 Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
<b>01000 - Administrative Support and Clerical Occupations</b>	
01011 - Accounting Clerk I	10.60
01012 - Accounting Clerk II	12.77
01013 - Accounting Clerk III	14.62
01014 - Accounting Clerk IV	16.77
01030 - Court Reporter	17.16
01050 - Dispatcher, Motor Vehicle	15.10
01060 - Document Preparation Clerk	12.47
01070 - Messenger (Courier)	8.14
01090 - Duplicating Machine Operator	12.47
01110 - Film/Tape Librarian	10.72
01115 - General Clerk I	9.11
01116 - General Clerk II	10.25
01117 - General Clerk III	11.18
01118 - General Clerk IV	13.15
01120 - Housing Referral Assistant	17.51
01131 - Key Entry Operator I	10.29
01132 - Key Entry Operator II	12.26
01191 - Order Clerk I	10.22
01192 - Order Clerk II	13.88
01261 - Personnel Assistant (Employment) I	10.10
01262 - Personnel Assistant (Employment) II	13.31
01263 - Personnel Assistant (Employment) III	14.87
01264 - Personnel Assistant (Employment) IV	16.10
01270 - Production Control Clerk	16.82
01290 - Rental Clerk	10.72
01300 - Scheduler, Maintenance	15.32
01311 - Secretary I	15.32
01312 - Secretary II	17.16
01313 - Secretary III	19.14
01314 - Secretary IV	21.27
01315 - Secretary V	23.54
01320 - Service Order Dispatcher	12.80
01341 - Stenographer I	13.51
01342 - Stenographer II	15.32
01400 - Supply Technician	21.27
01420 - Survey Worker (Interviewer)	16.43
01460 - Switchboard Operator-Receptionist	10.37
01510 - Test Examiner	17.16
01520 - Test Proctor	17.16
01531 - Travel Clerk I	9.37
01532 - Travel Clerk II	9.92

01533	- Travel Clerk III	10.58
01611	- Word Processor I	12.27
01612	- Word Processor II	13.77
01613	- Word Processor III	15.39
<b>03000</b>	<b>- Automatic Data Processing Occupations</b>	
03010	- Computer Data Librarian	13.06
03041	- Computer Operator I	13.22
03042	- Computer Operator II	17.17
03043	- Computer Operator III	18.39
03044	- Computer Operator IV	23.48
03045	- Computer Operator V	26.39
03071	- Computer Programmer I (1)	19.93
03072	- Computer Programmer II (1)	23.89
03073	- Computer Programmer III (1)	27.62
03074	- Computer Programmer IV (1)	27.62
03101	- Computer Systems Analyst I (1)	27.62
03102	- Computer Systems Analyst II (1)	27.62
03103	- Computer Systems Analyst III (1)	27.62
03160	- Peripheral Equipment Operator	13.22
<b>05000</b>	<b>- Automotive Service Occupations</b>	
05005	- Automotive Body Repairer, Fiberglass	17.50
05010	- Automotive Glass Installer	15.94
05040	- Automotive Worker	15.94
05070	- Electrician, Automotive	16.73
05100	- Mobile Equipment Servicer	14.45
05130	- Motor Equipment Metal Mechanic	17.50
05160	- Motor Equipment Metal Worker	15.94
05190	- Motor Vehicle Mechanic	15.98
05220	- Motor Vehicle Mechanic Helper	12.52
05250	- Motor Vehicle Upholstery Worker	15.22
05280	- Motor Vehicle Wrecker	15.94
05310	- Painter, Automotive	15.28
05340	- Radiator Repair Specialist	15.94
05370	- Tire Repairer	12.75
05400	- Transmission Repair Specialist	17.50
<b>07000</b>	<b>- Food Preparation and Service Occupations</b>	
(not set)	- Food Service Worker	8.09
07010	- Baker	10.84
07041	- Cook I	9.14
07042	- Cook II	10.27
07070	- Dishwasher	7.57
07130	- Meat Cutter	12.41
07250	- Waiter/Waitress	6.82
<b>09000</b>	<b>- Furniture Maintenance and Repair Occupations</b>	
09010	- Electrostatic Spray Painter	17.56
09040	- Furniture Handler	13.94
09070	- Furniture Refinisher	17.56
09100	- Furniture Refinisher Helper	14.41
09110	- Furniture Repairer, Minor	15.98
09130	- Upholsterer	17.56
<b>11030</b>	<b>- General Services and Support Occupations</b>	
11030	- Cleaner, Vehicles	8.16
11060	- Elevator Operator	8.06
11090	- Gardener	12.11
11121	- House Keeping Aid I	7.13
11122	- House Keeping Aid II	8.62
11150	- Janitor	8.06
11210	- Laborer, Grounds Maintenance	10.00
11240	- Maid or Houseman	6.63
11270	- Pest Controller	12.10
11300	- Refuse Collector	10.21
11330	- Tractor Operator	12.08
11360	- Window Cleaner	8.24



**12000 - Health Occupations**

12020 - Dental Assistant	13.87
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.33
12071 - Licensed Practical Nurse I	12.46
12072 - Licensed Practical Nurse II	14.00
12073 - Licensed Practical Nurse III	15.68
12100 - Medical Assistant	9.81
12130 - Medical Laboratory Technician	13.21
12160 - Medical Record Clerk	11.28
12190 - Medical Record Technician	13.60
12221 - Nursing Assistant I	8.09
12222 - Nursing Assistant II	9.09
12223 - Nursing Assistant III	9.92
12224 - Nursing Assistant IV	11.13
12250 - Pharmacy Technician	12.24
12280 - Phlebotomist	11.89
12311 - Registered Nurse I	19.83
12312 - Registered Nurse II	24.27
12313 - Registered Nurse II, Specialist	24.27
12314 - Registered Nurse III	29.36
12315 - Registered Nurse III, Anesthetist	29.36
12316 - Registered Nurse IV	35.18

**13000 - Information and Arts Occupations**

13002 - Audiovisual Librarian	21.15
13011 - Exhibits Specialist I	17.77
13012 - Exhibits Specialist II	21.76
13013 - Exhibits Specialist III	26.45
13041 - Illustrator I	17.77
13042 - Illustrator II	21.76
13043 - Illustrator III	26.45
13047 - Librarian	20.75
13050 - Library Technician	14.67
13071 - Photographer I	13.58
13072 - Photographer II	15.68
13073 - Photographer III	18.78
13074 - Photographer IV	22.96
13075 - Photographer V	27.87

**15000 - Laundry, Dry Cleaning, Pressing and Related Occupations**

15010 - Assembler	7.13
15030 - Counter Attendant	7.13
15040 - Dry Cleaner	8.95
15070 - Finisher, Flatwork, Machine	7.13
15090 - Presser, Hand	7.13
15100 - Presser, Machine, Drycleaning	7.13
15130 - Presser, Machine, Shirts	7.13
15160 - Presser, Machine, Wearing Apparel, Laundry	7.51
15190 - Sewing Machine Operator	9.46
15220 - Tailor	9.89
15250 - Washer, Machine	7.73

**19000 - Machine Tool Operation and Repair Occupations**

19010 - Machine-Tool Operator (Toolroom)	19.44
19040 - Tool and Die Maker	23.71

**21000 - Material Handling and Packing Occupations**

21010 - Fuel Distribution System Operator	16.80
21020 - Material Coordinator	16.82
21030 - Material Expediter	16.82
21040 - Material Handling Laborer	10.29
21050 - Order Filler	10.87
21071 - Forklift Operator	14.82
21080 - Production Line Worker (Food Processing)	12.73
21100 - Shipping/Receiving Clerk	12.72
21130 - Shipping Packer	12.72
21140 - Store Worker I	10.15

21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.77
21210 - Tools and Parts Attendant	14.82
21400 - Warehouse Specialist	14.00
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	22.24
23040 - Aircraft Mechanic Helper	17.44
23050 - Aircraft Quality Control Inspector	24.45
23060 - Aircraft Servicer	19.34
23070 - Aircraft Worker	20.27
23100 - Appliance Mechanic	18.04
23120 - Bicycle Repairer	14.66
23125 - Cable Splicer	19.76
23130 - Carpenter, Maintenance	17.56
23140 - Carpet Layer	17.29
23160 - Electrician, Maintenance	22.67
23181 - Electronics Technician, Maintenance I	16.30
23182 - Electronics Technician, Maintenance II	25.55
23183 - Electronics Technician, Maintenance III	26.62
23260 - Fabric Worker	16.54
23290 - Fire Alarm System Mechanic	18.79
23310 - Fire Extinguisher Repairer	15.72
23340 - Fuel Distribution System Mechanic	18.79
23370 - General Maintenance Worker	16.43
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.38
23430 - Heavy Equipment Mechanic	18.38
23440 - Heavy Equipment Operator	17.87
23460 - Instrument Mechanic	18.79
23470 - Laborer	10.30
23500 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist, Maintenance	16.92
23580 - Maintenance Trades Helper	14.41
23640 - Millwright	18.79
23700 - Office Appliance Repairer	18.04
23740 - Painter, Aircraft	17.56
23760 - Painter, Maintenance	17.56
23790 - Pipefitter, Maintenance	18.59
23800 - Plumber, Maintenance	17.76
23820 - Pneudraulic Systems Mechanic	18.79
23850 - Rigger	18.79
23870 - Scale Mechanic	17.29
23890 - Sheet-Metal Worker, Maintenance	18.38
23910 - Small Engine Mechanic	16.75
23930 - Telecommunication Mechanic I	18.38
23931 - Telecommunication Mechanic II	20.21
23950 - Telephone Lineman	18.38
23960 - Welder, Combination, Maintenance	18.38
23965 - Well Driller	18.79
23970 - Woodcraft Worker	18.79
23980 - Woodworker	16.43
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	7.07
24580 - Child Care Center Clerk	8.83
24600 - Chore Aid	6.95
24630 - Homemaker	11.20
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	18.86
25040 - Sewage Plant Operator	17.87
25070 - Stationary Engineer	18.86
25190 - Ventilation Equipment Tender	14.85
25210 - Water Treatment Plant Operator	17.56
<b>27000 - Protective Service Occupations</b>	
(not set) - Police Officer	16.91

27004 - Alarm Monitor	11.83
27006 - Corrections Officer	14.08
27010 - Court Security Officer	14.49
27040 - Detention Officer	14.08
27070 - Firefighter	11.64
27101 - Guard I	9.95
27102 - Guard II	12.55
<b>28000 - Stevedoring/Longshoremen Occupations</b>	
28010 - Blocker and Bracer	15.78
28020 - Hatch Tender	15.78
28030 - Line Handler	15.78
28040 - Stevedore I	12.83
28050 - Stevedore II	15.54
<b>29000 - Technical Occupations</b>	
21150 - Graphic Artist	19.60
29010 - Air Traffic Control Specialist, Center (2)	31.69
29011 - Air Traffic Control Specialist, Station (2)	21.85
29012 - Air Traffic Control Specialist, Terminal (2)	24.07
29023 - Archeological Technician I	15.69
29024 - Archeological Technician II	17.56
29025 - Archeological Technician III	21.76
29030 - Cartographic Technician	22.32
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.38
29040 - Civil Engineering Technician	20.75
29061 - Drafter I	13.99
29062 - Drafter II	15.69
29063 - Drafter III	17.77
29064 - Drafter IV	21.76
29081 - Engineering Technician I	12.79
29082 - Engineering Technician II	15.89
29083 - Engineering Technician III	19.09
29084 - Engineering Technician IV	26.34
29085 - Engineering Technician V	30.74
29086 - Engineering Technician VI	37.17
29090 - Environmental Technician	20.17
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	20.67
29210 - Laboratory Technician	16.70
29240 - Mathematical Technician	23.77
29361 - Paralegal/Legal Assistant I	14.55
29362 - Paralegal/Legal Assistant II	18.40
29363 - Paralegal/Legal Assistant III	22.45
29364 - Paralegal/Legal Assistant IV	27.17
29390 - Photooptics Technician	22.75
29480 - Technical Writer	23.07
29491 - Unexploded Ordnance (UXO) Technician I	20.14
29492 - Unexploded Ordnance (UXO) Technician II	24.37
29493 - Unexploded Ordnance (UXO) Technician III	29.21
29494 - Unexploded (UXO) Safety Escort	20.14
29495 - Unexploded (UXO) Sweep Personnel	20.14
29620 - Weather Observer, Senior (3)	18.79
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.39
29622 - Weather Observer, Upper Air (3)	18.39
<b>31000 - Transportation/ Mobile Equipment Operation Occupations</b>	
31030 - Bus Driver	12.67
31260 - Parking and Lot Attendant	8.86
31290 - Shuttle Bus Driver	11.97
31300 - Taxi Driver	9.91
31361 - Truckdriver, Light Truck	12.67
31362 - Truckdriver, Medium Truck	15.61
31363 - Truckdriver, Heavy Truck	16.26
31364 - Truckdriver, Tractor-Trailer	16.26
<b>99000 - Miscellaneous Occupations</b>	

99020 - Animal Caretaker	7.48
99030 - Cashier	8.30
99041 - Carnival Equipment Operator	8.93
99042 - Carnival Equipment Repairer	9.38
99043 - Carnival Worker	7.40
99050 - Desk Clerk	6.90
99095 - Embalmer	20.14
99300 - Lifeguard	10.58
99310 - Mortician	20.14
99350 - Park Attendant (Aide)	13.29
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.58
99500 - Recreation Specialist	11.14
99510 - Recycling Worker	12.22
99610 - Sales Clerk	10.08
99620 - School Crossing Guard (Crosswalk Attendant)	9.47
99630 - Sport Official	10.58
99658 - Survey Party Chief (Chief of Party)	13.77
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.61
99660 - Surveying Aide	8.48
99690 - Swimming Pool Operator	12.94
99720 - Vending Machine Attendant	11.29
99730 - Vending Machine Repairer	12.94
99740 - Vending Machine Repairer Helper	11.29

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an

additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W.Gross                      Division of  
Director                      Wage Determinations

Wage Determination No.: **1994-2044**  
Revision No.: **22**  
Date Of Revision: **05/23/2005**

State: **California**

Area: California County of **Kern**

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	12.69
01012 - Accounting Clerk II	13.85
01013 - Accounting Clerk III	15.54
01014 - Accounting Clerk IV	18.50
01030 - Court Reporter	22.67
01050 - Dispatcher, Motor Vehicle	16.05
01060 - Document Preparation Clerk	13.41
01070 - Messenger (Courier)	10.04
01090 - Duplicating Machine Operator	13.41
01110 - Film/Tape Librarian	13.33
01115 - General Clerk I	10.51
01116 - General Clerk II	11.81
01117 - General Clerk III	14.75
01118 - General Clerk IV	16.57
01120 - Housing Referral Assistant	17.07
01131 - Key Entry Operator I	12.39
01132 - Key Entry Operator II	14.48
01191 - Order Clerk I	12.46
01192 - Order Clerk II	12.99
01261 - Personnel Assistant (Employment) I	12.12
01262 - Personnel Assistant (Employment) II	13.61
01263 - Personnel Assistant (Employment) III	16.82
01264 - Personnel Assistant (Employment) IV	17.98
01270 - Production Control Clerk	19.42
01290 - Rental Clerk	12.27
01300 - Scheduler, Maintenance	13.44
01311 - Secretary I	13.44
01312 - Secretary II	15.74
01313 - Secretary III	17.07
01314 - Secretary IV	21.14
01315 - Secretary V	23.48
01320 - Service Order Dispatcher	15.21
01341 - Stenographer I	15.85
01342 - Stenographer II	18.37
01400 - Supply Technician	21.14
01420 - Survey Worker (Interviewer)	15.31
01460 - Switchboard Operator-Receptionist	10.63
01510 - Test Examiner	16.40
01520 - Test Proctor	16.40
01531 - Travel Clerk I	10.84
01532 - Travel Clerk II	11.40
01533 - Travel Clerk III	12.35
01611 - Word Processor I	12.22
01612 - Word Processor II	15.16
01613 - Word Processor III	17.03



**03000 - Automatic Data Processing Occupations**

03010 - Computer Data Librarian	14.82
03041 - Computer Operator I	14.82
03042 - Computer Operator II	17.11
03043 - Computer Operator III	20.65
03044 - Computer Operator IV	23.10
03045 - Computer Operator V	25.67
03071 - Computer Programmer I (1)	20.80
03072 - Computer Programmer II (1)	25.28
03073 - Computer Programmer III (1)	28.93
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	21.78
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.82

**05000 - Automotive Service Occupations**

05005 - Automotive Body Repairer, Fiberglass	17.23
05010 - Automotive Glass Installer	15.90
05040 - Automotive Worker	15.90
05070 - Electrician, Automotive	16.55
05100 - Mobile Equipment Servicer	14.36
05130 - Motor Equipment Metal Mechanic	17.23
05160 - Motor Equipment Metal Worker	15.90
05190 - Motor Vehicle Mechanic	17.23
05220 - Motor Vehicle Mechanic Helper	13.30
05250 - Motor Vehicle Upholstery Worker	15.42
05280 - Motor Vehicle Wrecker	15.90
05310 - Painter, Automotive	16.54
05340 - Radiator Repair Specialist	15.90
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	17.23

**07000 - Food Preparation and Service Occupations**

(not set) - Food Service Worker	9.28
07010 - Baker	13.65
07041 - Cook I	11.73
07042 - Cook II	13.00
07070 - Dishwasher	9.15
07130 - Meat Cutter	13.45
07250 - Waiter/Waitress	8.77

**09000 - Furniture Maintenance and Repair Occupations**

09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	12.87
09070 - Furniture Refinisher	16.54
09100 - Furniture Refinisher Helper	13.30
09110 - Furniture Repairer, Minor	15.21
09130 - Upholsterer	16.54

**11030 - General Services and Support Occupations**

11030 - Cleaner, Vehicles	8.38
11060 - Elevator Operator	10.42
11090 - Gardener	12.05
11121 - House Keeping Aid I	7.96
11122 - House Keeping Aid II	9.82
11150 - Janitor	10.48
11210 - Laborer, Grounds Maintenance	11.55
11240 - Maid or Houseman	7.74
11270 - Pest Controller	12.64
11300 - Refuse Collector	14.73
11330 - Tractor Operator	13.70
11360 - Window Cleaner	11.56

**12000 - Health Occupations**

12020 - Dental Assistant	13.51
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.96
12071 - Licensed Practical Nurse I	14.55

12072 - Licensed Practical Nurse II	16.35
12073 - Licensed Practical Nurse III	18.29
12100 - Medical Assistant	11.99
12130 - Medical Laboratory Technician	13.85
12160 - Medical Record Clerk	10.89
12190 - Medical Record Technician	13.12
12221 - Nursing Assistant I	8.76
12222 - Nursing Assistant II	9.84
12223 - Nursing Assistant III	10.73
12224 - Nursing Assistant IV	12.07
12250 - Pharmacy Technician	15.07
12280 - Phlebotomist	15.00
12311 - Registered Nurse I	20.49
12312 - Registered Nurse II	25.08
12313 - Registered Nurse II, Specialist	25.08
12314 - Registered Nurse III	30.34
12315 - Registered Nurse III, Anesthetist	30.34
12316 - Registered Nurse IV	36.08
<b>13000 - Information and Arts Occupations</b>	
13002 - Audiovisual Librarian	21.80
13011 - Exhibits Specialist I	18.32
13012 - Exhibits Specialist II	21.80
13013 - Exhibits Specialist III	26.95
13041 - Illustrator I	17.68
13042 - Illustrator II	21.80
13043 - Illustrator III	26.65
13047 - Librarian	24.15
13050 - Library Technician	14.29
13071 - Photographer I	12.90
13072 - Photographer II	15.38
13073 - Photographer III	18.66
13074 - Photographer IV	22.83
13075 - Photographer V	28.08
<b>15000 - Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010 - Assembler	8.11
15030 - Counter Attendant	8.11
15040 - Dry Cleaner	9.78
15070 - Finisher, Flatwork, Machine	8.11
15090 - Presser, Hand	8.11
15100 - Presser, Machine, Drycleaning	8.11
15130 - Presser, Machine, Shirts	8.11
15160 - Presser, Machine, Wearing Apparel, Laundry	8.11
15190 - Sewing Machine Operator	10.33
15220 - Tailor	10.88
15250 - Washer, Machine	8.67
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Toolroom)	19.83
19040 - Tool and Die Maker	24.37
<b>21000 - Material Handling and Packing Occupations</b>	
21010 - Fuel Distribution System Operator	19.30
21020 - Material Coordinator	18.59
21030 - Material Expediter	18.59
21040 - Material Handling Laborer	10.54
21050 - Order Filler	12.17
21071 - Forklift Operator	11.77
21080 - Production Line Worker (Food Processing)	12.32
21100 - Shipping/Receiving Clerk	12.52
21130 - Shipping Packer	12.52
21140 - Store Worker I	9.71
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.74
21210 - Tools and Parts Attendant	12.30
21400 - Warehouse Specialist	12.30

**23000 - Mechanics and Maintenance and Repair Occupations**

23010 - Aircraft Mechanic	23.60
23040 - Aircraft Mechanic Helper	18.54
23050 - Aircraft Quality Control Inspector	25.02
23060 - Aircraft Servicer	21.22
23070 - Aircraft Worker	22.16
23100 - Appliance Mechanic	19.14
23120 - Bicycle Repairer	13.87
23125 - Cable Splicer	21.80
23130 - Carpenter, Maintenance	18.10
23140 - Carpet Layer	16.85
23160 - Electrician, Maintenance	20.33
23181 - Electronics Technician, Maintenance I	18.98
23182 - Electronics Technician, Maintenance II	20.99
23183 - Electronics Technician, Maintenance III	22.65
23260 - Fabric Worker	17.59
23290 - Fire Alarm System Mechanic	20.94
23310 - Fire Extinguisher Repairer	16.46
23340 - Fuel Distribution System Mechanic	22.51
23370 - General Maintenance Worker	17.02
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.89
23430 - Heavy Equipment Mechanic	19.67
23440 - Heavy Equipment Operator	22.11
23460 - Instrument Mechanic	21.22
23470 - Laborer	11.28
23500 - Locksmith	17.97
23530 - Machinery Maintenance Mechanic	22.36
23550 - Machinist, Maintenance	18.42
23580 - Maintenance Trades Helper	13.30
23640 - Millwright	20.57
23700 - Office Appliance Repairer	19.84
23740 - Painter, Aircraft	16.54
23760 - Painter, Maintenance	16.54
23790 - Pipefitter, Maintenance	18.11
23800 - Plumber, Maintenance	17.39
23820 - Pneudraulic Systems Mechanic	20.94
23850 - Rigger	22.39
23870 - Scale Mechanic	18.72
23890 - Sheet-Metal Worker, Maintenance	19.46
23910 - Small Engine Mechanic	16.93
23930 - Telecommunication Mechanic I	22.00
23931 - Telecommunication Mechanic II	23.96
23950 - Telephone Lineman	22.00
23960 - Welder, Combination, Maintenance	17.87
23965 - Well Driller	20.94
23970 - Woodcraft Worker	20.94
23980 - Woodworker	15.44

**24000 - Personal Needs Occupations**

24570 - Child Care Attendant	9.21
24580 - Child Care Center Clerk	14.31
24600 - Chore Aid	8.56
24630 - Homemaker	15.31

**25000 - Plant and System Operation Occupations**

25010 - Boiler Tender	23.97
25040 - Sewage Plant Operator	20.85
25070 - Stationary Engineer	25.88
25190 - Ventilation Equipment Tender	16.93
25210 - Water Treatment Plant Operator	20.85

**27000 - Protective Service Occupations**

(not set) - Police Officer	27.66
27004 - Alarm Monitor	13.91
27006 - Corrections Officer	25.44
27010 - Court Security Officer	26.42

27040 - Detention Officer	25.44
27070 - Firefighter	26.42
27101 - Guard I	10.53
27102 - Guard II	11.50
<b>28000 - Stevedoring/Longshoremen Occupations</b>	
28010 - Blocker and Bracer	18.28
28020 - Hatch Tender	18.28
28030 - Line Handler	18.28
28040 - Stevedore I	15.49
28050 - Stevedore II	19.37
<b>29000 - Technical Occupations</b>	
21150 - Graphic Artist	16.07
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	14.85
29024 - Archeological Technician II	16.61
29025 - Archeological Technician III	20.56
29030 - Cartographic Technician	27.00
29035 - Computer Based Training (CBT) Specialist/ Instructor	21.78
29040 - Civil Engineering Technician	24.59
29061 - Drafter I	14.51
29062 - Drafter II	17.30
29063 - Drafter III	24.04
29064 - Drafter IV	24.84
29081 - Engineering Technician I	12.46
29082 - Engineering Technician II	14.87
29083 - Engineering Technician III	18.79
29084 - Engineering Technician IV	21.88
29085 - Engineering Technician V	28.14
29086 - Engineering Technician VI	32.37
29090 - Environmental Technician	20.12
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	20.05
29210 - Laboratory Technician	18.87
29240 - Mathematical Technician	24.06
29361 - Paralegal/Legal Assistant I	15.78
29362 - Paralegal/Legal Assistant II	20.06
29363 - Paralegal/Legal Assistant III	24.54
29364 - Paralegal/Legal Assistant IV	29.68
29390 - Photooptics Technician	24.84
29480 - Technical Writer	30.28
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	18.94
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.04
29622 - Weather Observer, Upper Air (3)	16.83
<b>31000 - Transportation/ Mobile Equipment Operation Occupations</b>	
31030 - Bus Driver	13.77
31260 - Parking and Lot Attendant	8.95
31290 - Shuttle Bus Driver	12.32
31300 - Taxi Driver	10.59
31361 - Truckdriver, Light Truck	12.24
31362 - Truckdriver, Medium Truck	16.19
31363 - Truckdriver, Heavy Truck	16.96
31364 - Truckdriver, Tractor-Trailer	16.96
<b>99000 - Miscellaneous Occupations</b>	
99020 - Animal Caretaker	9.15
99030 - Cashier	9.77
99041 - Carnival Equipment Operator	13.24

99042 - Carnival Equipment Repairer	14.27
99043 - Carnival Worker	8.73
99050 - Desk Clerk	8.44
99095 - Embalmer	20.02
99300 - Lifeguard	10.52
99310 - Mortician	19.68
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.52
99500 - Recreation Specialist	12.32
99510 - Recycling Worker	18.65
99610 - Sales Clerk	10.72
99620 - School Crossing Guard (Crosswalk Attendant)	8.77
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	19.32
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.56
99660 - Surveying Aide	12.82
99690 - Swimming Pool Operator	13.99
99720 - Vending Machine Attendant	12.05
99730 - Vending Machine Repairer	15.09
99740 - Vending Machine Repairer Helper	12.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only

upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.



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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W.Gross                      Division of  
Director                      Wage Determinations

Wage Determination No.: **1994-2048**  
Revision No.: **22**  
Date Of Revision: **05/23/2005**

State: **California**

Area: California Counties of **Los Angeles, Orange**

**OCCUPATION NOTES:**

**Heating, Air Conditioning and Refrigeration:** Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

**Laundry:** Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	12.10
01012 - Accounting Clerk II	13.35
01013 - Accounting Clerk III	14.99
01014 - Accounting Clerk IV	16.80
01030 - Court Reporter	16.84
01050 - Dispatcher, Motor Vehicle	20.37
01060 - Document Preparation Clerk	13.50
01070 - Messenger (Courier)	9.65
01090 - Duplicating Machine Operator	12.82
01110 - Film/Tape Librarian	15.83
01115 - General Clerk I	9.65
01116 - General Clerk II	10.69
01117 - General Clerk III	14.11
01118 - General Clerk IV	15.15
01120 - Housing Referral Assistant	20.12
01131 - Key Entry Operator I	11.28
01132 - Key Entry Operator II	12.98
01191 - Order Clerk I	14.12
01192 - Order Clerk II	15.40
01261 - Personnel Assistant (Employment) I	13.70
01262 - Personnel Assistant (Employment) II	14.95
01263 - Personnel Assistant (Employment) III	18.48
01264 - Personnel Assistant (Employment) IV	22.26
01270 - Production Control Clerk	19.06
01290 - Rental Clerk	14.95
01300 - Scheduler, Maintenance	15.77
01311 - Secretary I	15.77
01312 - Secretary II	18.40
01313 - Secretary III	20.24
01314 - Secretary IV	22.59
01315 - Secretary V	25.48
01320 - Service Order Dispatcher	16.19
01341 - Stenographer I	13.56
01342 - Stenographer II	15.24
01400 - Supply Technician	22.59
01420 - Survey Worker (Interviewer)	16.84

01460 - Switchboard Operator-Receptionist	14.51
01510 - Test Examiner	18.40
01520 - Test Proctor	18.40
01531 - Travel Clerk I	12.45
01532 - Travel Clerk II	13.50
01533 - Travel Clerk III	14.48
01611 - Word Processor I	14.57
01612 - Word Processor II	16.35
01613 - Word Processor III	18.29
<b>03000 - Automatic Data Processing Occupations</b>	
03010 - Computer Data Librarian	14.94
03041 - Computer Operator I	14.94
03042 - Computer Operator II	17.10
03043 - Computer Operator III	19.53
03044 - Computer Operator IV	23.05
03045 - Computer Operator V	25.52
03071 - Computer Programmer I (1)	19.20
03072 - Computer Programmer II (1)	24.07
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.04
<b>05000 - Automotive Service Occupations</b>	
05005 - Automotive Body Repairer, Fiberglass	21.08
05010 - Automotive Glass Installer	19.73
05040 - Automotive Worker	19.73
05070 - Electrician, Automotive	20.56
05100 - Mobile Equipment Servicer	17.77
05130 - Motor Equipment Metal Mechanic	21.08
05160 - Motor Equipment Metal Worker	19.73
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	16.45
05250 - Motor Vehicle Upholstery Worker	18.91
05280 - Motor Vehicle Wrecker	19.73
05310 - Painter, Automotive	20.56
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	21.08
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	8.90
07010 - Baker	11.95
07041 - Cook I	12.74
07042 - Cook II	14.12
07070 - Dishwasher	8.18
07130 - Meat Cutter	13.15
07250 - Waiter/Waitress	8.96
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	12.42
09070 - Furniture Refinisher	18.59
09100 - Furniture Refinisher Helper	14.82
09110 - Furniture Repairer, Minor	17.04
09130 - Upholsterer	18.59
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	9.64
11060 - Elevator Operator	9.73
11090 - Gardener	14.20
11121 - House Keeping Aid I	8.77
11122 - House Keeping Aid II	9.73
11150 - Janitor	10.96
11210 - Laborer, Grounds Maintenance	10.93

11240 - Maid or Houseman	8.77
11270 - Pest Controller	13.96
11300 - Refuse Collector	11.62
11330 - Tractor Operator	13.18
11360 - Window Cleaner	12.42
<b>12000 - Health Occupations</b>	
12020 - Dental Assistant	14.92
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	17.68
12071 - Licensed Practical Nurse I	15.23
12072 - Licensed Practical Nurse II	17.06
12073 - Licensed Practical Nurse III	18.37
12100 - Medical Assistant	13.47
12130 - Medical Laboratory Technician	17.18
12160 - Medical Record Clerk	14.54
12190 - Medical Record Technician	17.53
12221 - Nursing Assistant I	8.48
12222 - Nursing Assistant II	9.54
12223 - Nursing Assistant III	10.41
12224 - Nursing Assistant IV	11.69
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	12.86
12311 - Registered Nurse I	25.96
12312 - Registered Nurse II	31.74
12313 - Registered Nurse II, Specialist	31.74
12314 - Registered Nurse III	38.41
12315 - Registered Nurse III, Anesthetist	38.41
12316 - Registered Nurse IV	46.04
<b>13000 - Information and Arts Occupations</b>	
13002 - Audiovisual Librarian	20.59
13011 - Exhibits Specialist I	23.63
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	34.77
13041 - Illustrator I	21.88
13042 - Illustrator II	27.11
13043 - Illustrator III	33.62
13047 - Librarian	26.56
13050 - Library Technician	16.47
13071 - Photographer I	16.42
13072 - Photographer II	19.86
13073 - Photographer III	26.61
13074 - Photographer IV	30.51
13075 - Photographer V	36.92
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Toolroom)	18.52
19040 - Tool and Die Maker	23.95
<b>21000 - Material Handling and Packing Occupations</b>	
21010 - Fuel Distribution System Operator	17.91
21020 - Material Coordinator	18.87
21030 - Material Expediter	18.87
21040 - Material Handling Laborer	13.02
21050 - Order Filler	12.38
21071 - Forklift Operator	14.46
21080 - Production Line Worker (Food Processing)	14.46
21100 - Shipping/Receiving Clerk	12.73
21130 - Shipping Packer	12.73
21140 - Store Worker I	9.91
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.15
21210 - Tools and Parts Attendant	14.46
21400 - Warehouse Specialist	14.46
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	22.33
23040 - Aircraft Mechanic Helper	15.60
23050 - Aircraft Quality Control Inspector	23.19

23060 - Aircraft Servicer	17.94
23070 - Aircraft Worker	18.72
23100 - Appliance Mechanic	18.59
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	25.85
23130 - Carpenter, Maintenance	22.40
23140 - Carpet Layer	17.96
23160 - Electrician, Maintenance	28.35
23181 - Electronics Technician, Maintenance I	19.22
23182 - Electronics Technician, Maintenance II	22.81
23183 - Electronics Technician, Maintenance III	26.53
23260 - Fabric Worker	20.33
23290 - Fire Alarm System Mechanic	20.30
23310 - Fire Extinguisher Repairer	16.01
23340 - Fuel Distribution System Mechanic	21.73
23370 - General Maintenance Worker	17.78
23430 - Heavy Equipment Mechanic	23.58
23440 - Heavy Equipment Operator	24.39
23460 - Instrument Mechanic	24.29
23470 - Laborer	12.49
23500 - Locksmith	18.59
23530 - Machinery Maintenance Mechanic	21.97
23550 - Machinist, Maintenance	23.08
23580 - Maintenance Trades Helper	14.82
23640 - Millwright	21.56
23700 - Office Appliance Repairer	19.89
23740 - Painter, Aircraft	18.59
23760 - Painter, Maintenance	18.59
23790 - Pipefitter, Maintenance	21.22
23800 - Plumber, Maintenance	20.39
23820 - Pneudraulic Systems Mechanic	20.30
23850 - Rigger	21.90
23870 - Scale Mechanic	17.95
23890 - Sheet-Metal Worker, Maintenance	19.75
23910 - Small Engine Mechanic	17.78
23930 - Telecommunication Mechanic I	20.30
23931 - Telecommunication Mechanic II	21.41
23950 - Telephone Lineman	22.59
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	20.77
23970 - Woodcraft Worker	19.75
23980 - Woodworker	16.01
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	11.36
24580 - Child Care Center Clerk	14.17
24600 - Chore Aid	10.13
24630 - Homemaker	16.98
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	24.00
25040 - Sewage Plant Operator	25.70
25070 - Stationary Engineer	24.00
25190 - Ventilation Equipment Tender	17.36
25210 - Water Treatment Plant Operator	25.70
<b>27000 - Protective Service Occupations</b>	
(not set) - Police Officer	31.11
27004 - Alarm Monitor	21.42
27006 - Corrections Officer	23.19
27010 - Court Security Officer	25.03
27040 - Detention Officer	23.19
27070 - Firefighter	27.63
27101 - Guard I	9.61
27102 - Guard II	19.55

<b>28000 - Stevedoring/Longshoremen Occupations</b>	
28010 - Blocker and Bracer	17.59
28020 - Hatch Tender	17.59
28030 - Line Handler	17.59
28040 - Stevedore I	18.60
28050 - Stevedore II	19.75
<b>29000 - Technical Occupations</b>	
21150 - Graphic Artist	23.34
29010 - Air Traffic Control Specialist, Center (2)	34.29
29011 - Air Traffic Control Specialist, Station (2)	23.65
29012 - Air Traffic Control Specialist, Terminal (2)	26.04
29023 - Archeological Technician I	18.35
29024 - Archeological Technician II	20.53
29025 - Archeological Technician III	25.44
29030 - Cartographic Technician	29.26
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.38
29040 - Civil Engineering Technician	26.21
29061 - Drafter I	17.40
29062 - Drafter II	20.27
29063 - Drafter III	23.58
29064 - Drafter IV	29.26
29081 - Engineering Technician I	15.26
29082 - Engineering Technician II	17.01
29083 - Engineering Technician III	19.43
29084 - Engineering Technician IV	23.66
29085 - Engineering Technician V	31.71
29086 - Engineering Technician VI	38.38
29090 - Environmental Technician	22.15
29100 - Flight Simulator/Instructor (Pilot)	36.76
29160 - Instructor	27.28
29210 - Laboratory Technician	18.59
29240 - Mathematical Technician	24.77
29361 - Paralegal/Legal Assistant I	18.29
29362 - Paralegal/Legal Assistant II	22.15
29363 - Paralegal/Legal Assistant III	27.08
29364 - Paralegal/Legal Assistant IV	32.78
29390 - Photooptics Technician	23.33
29480 - Technical Writer	30.40
29491 - Unexploded Ordnance (UXO) Technician I	21.79
29492 - Unexploded Ordnance (UXO) Technician II	26.37
29493 - Unexploded Ordnance (UXO) Technician III	31.61
29494 - Unexploded (UXO) Safety Escort	21.79
29495 - Unexploded (UXO) Sweep Personnel	21.79
29620 - Weather Observer, Senior (3)	20.99
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.88
29622 - Weather Observer, Upper Air (3)	18.88
<b>31000 - Transportation/ Mobile Equipment Operation Occupations</b>	
31030 - Bus Driver	16.22
31260 - Parking and Lot Attendant	8.49
31290 - Shuttle Bus Driver	12.32
31300 - Taxi Driver	12.03
31361 - Truckdriver, Light Truck	12.32
31362 - Truckdriver, Medium Truck	17.07
31363 - Truckdriver, Heavy Truck	18.25
31364 - Truckdriver, Tractor-Trailer	18.25
<b>99000 - Miscellaneous Occupations</b>	
99020 - Animal Caretaker	10.49
99030 - Cashier	12.13
99041 - Carnival Equipment Operator	11.01
99042 - Carnival Equipment Repairer	11.86
99043 - Carnival Worker	8.35
99050 - Desk Clerk	12.65
99095 - Embalmer	19.16

99300 - Lifeguard	11.45
99310 - Mortician	23.46
99350 - Park Attendant (Aide)	14.38
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	14.25
99500 - Recreation Specialist	16.23
99510 - Recycling Worker	15.32
99610 - Sales Clerk	12.02
99620 - School Crossing Guard (Crosswalk Attendant)	9.01
99630 - Sport Official	11.45
99658 - Survey Party Chief (Chief of Party)	30.93
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	23.28
99660 - Surveying Aide	17.01
99690 - Swimming Pool Operator	14.03
99720 - Vending Machine Attendant	11.75
99730 - Vending Machine Repairer	14.03
99740 - Vending Machine Repairer Helper	11.75

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**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties)

contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

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**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.



5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR	
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION	
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION	
		WASHINGTON D.C. 20210	
William W.Gross                      Division of		Wage Determination No.: <b>1994-2054</b>	
Director                      Wage Determinations		Revision No.: <b>21</b>	
		Date Of Revision: <b>05/23/2005</b>	

State: **California**  
Area: California Counties of Riverside, **San Bernardino**

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
<b>01000 - Administrative Support and Clerical Occupations</b>	
01011 - Accounting Clerk I	12.10
01012 - Accounting Clerk II	13.35
01013 - Accounting Clerk III	14.99
01014 - Accounting Clerk IV	16.80
01030 - Court Reporter	16.84
01050 - Dispatcher, Motor Vehicle	20.37
01060 - Document Preparation Clerk	13.50
01070 - Messenger (Courier)	9.65
01090 - Duplicating Machine Operator	12.82
01110 - Film/Tape Librarian	15.83
01115 - General Clerk I	9.53
01116 - General Clerk II	10.69
01117 - General Clerk III	14.11
01118 - General Clerk IV	15.15
01120 - Housing Referral Assistant	20.12
01131 - Key Entry Operator I	11.28
01132 - Key Entry Operator II	12.52
01191 - Order Clerk I	13.11
01192 - Order Clerk II	15.40
01261 - Personnel Assistant (Employment) I	13.70
01262 - Personnel Assistant (Employment) II	14.95
01263 - Personnel Assistant (Employment) III	16.84
01264 - Personnel Assistant (Employment) IV	19.06
01270 - Production Control Clerk	19.06
01290 - Rental Clerk	14.95
01300 - Scheduler, Maintenance	15.77
01311 - Secretary I	15.77
01312 - Secretary II	18.40
01313 - Secretary III	20.24
01314 - Secretary IV	22.59
01315 - Secretary V	25.03
01320 - Service Order Dispatcher	16.19
01341 - Stenographer I	12.38
01342 - Stenographer II	14.53
01400 - Supply Technician	22.59
01420 - Survey Worker (Interviewer)	16.80
01460 - Switchboard Operator-Receptionist	14.51
01510 - Test Examiner	18.40
01520 - Test Proctor	18.40
01531 - Travel Clerk I	11.29
01532 - Travel Clerk II	11.98
01533 - Travel Clerk III	12.72
01611 - Word Processor I	13.42
01612 - Word Processor II	16.35
01613 - Word Processor III	17.07

**03000 - Automatic Data Processing Occupations**

03010 - Computer Data Librarian	14.94
03041 - Computer Operator I	14.94
03042 - Computer Operator II	17.10
03043 - Computer Operator III	19.06
03044 - Computer Operator IV	21.19
03045 - Computer Operator V	23.16
03071 - Computer Programmer I (1)	17.87
03072 - Computer Programmer II (1)	22.15
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.94

**05000 - Automotive Service Occupations**

05005 - Automotive Body Repairer, Fiberglass	18.92
05010 - Automotive Glass Installer	19.28
05040 - Automotive Worker	19.28
05070 - Electrician, Automotive	20.50
05100 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	19.28
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	16.32
05250 - Motor Vehicle Upholstery Worker	18.48
05280 - Motor Vehicle Wrecker	19.28
05310 - Painter, Automotive	20.11
05340 - Radiator Repair Specialist	19.28
05370 - Tire Repairer	13.98
05400 - Transmission Repair Specialist	20.91

**07000 - Food Preparation and Service Occupations**

(not set) - Food Service Worker	9.38
07010 - Baker	14.36
07041 - Cook I	13.10
07042 - Cook II	14.36
07070 - Dishwasher	9.22
07130 - Meat Cutter	14.36
07250 - Waiter/Waitress	10.26

**09000 - Furniture Maintenance and Repair Occupations**

09010 - Electrostatic Spray Painter	18.04
09040 - Furniture Handler	11.33
09070 - Furniture Refinisher	16.51
09100 - Furniture Refinisher Helper	13.51
09110 - Furniture Repairer, Minor	15.82
09130 - Upholsterer	16.51

**11030 - General Services and Support Occupations**

11030 - Cleaner, Vehicles	10.50
11060 - Elevator Operator	9.96
11090 - Gardener	15.07
11121 - House Keeping Aid I	8.97
11122 - House Keeping Aid II	9.96
11150 - Janitor	10.96
11210 - Laborer, Grounds Maintenance	11.80
11240 - Maid or Houseman	8.97
11270 - Pest Controller	14.99
11300 - Refuse Collector	14.11
11330 - Tractor Operator	15.38
11360 - Window Cleaner	12.35

**12000 - Health Occupations**

12020 - Dental Assistant	15.55
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	17.85
12071 - Licensed Practical Nurse I	15.19

12072 - Licensed Practical Nurse II	18.37
12073 - Licensed Practical Nurse III	13.39
12100 - Medical Assistant	15.98
12130 - Medical Laboratory Technician	13.57
12160 - Medical Record Clerk	16.37
12190 - Medical Record Technician	14.88
12221 - Nursing Assistant I	8.48
12222 - Nursing Assistant II	9.54
12223 - Nursing Assistant III	10.41
12224 - Nursing Assistant IV	11.69
12250 - Pharmacy Technician	14.72
12280 - Phlebotomist	13.04
12311 - Registered Nurse I	25.96
12312 - Registered Nurse II	31.74
12313 - Registered Nurse II, Specialist	31.74
12314 - Registered Nurse III	38.41
12315 - Registered Nurse III, Anesthetist	38.41
12316 - Registered Nurse IV	46.04
<b>13000 - Information and Arts Occupations</b>	
13002 - Audiovisual Librarian	20.72
13011 - Exhibits Specialist I	18.71
13012 - Exhibits Specialist II	24.13
13013 - Exhibits Specialist III	32.91
13041 - Illustrator I	18.90
13042 - Illustrator II	23.40
13043 - Illustrator III	31.48
13047 - Librarian	24.72
13050 - Library Technician	15.69
13071 - Photographer I	14.90
13072 - Photographer II	17.01
13073 - Photographer III	24.13
13074 - Photographer IV	29.92
13075 - Photographer V	36.18
<b>15000 - Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010 - Assembler	8.30
15030 - Counter Attendant	8.30
15040 - Dry Cleaner	10.65
15070 - Finisher, Flatwork, Machine	8.30
15090 - Presser, Hand	8.30
15100 - Presser, Machine, Drycleaning	8.30
15130 - Presser, Machine, Shirts	8.30
15160 - Presser, Machine, Wearing Apparel, Laundry	8.30
15190 - Sewing Machine Operator	11.45
15220 - Tailor	12.23
15250 - Washer, Machine	9.01
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Toolroom)	18.83
19040 - Tool and Die Maker	21.70
<b>21000 - Material Handling and Packing Occupations</b>	
21010 - Fuel Distribution System Operator	17.74
21020 - Material Coordinator	16.89
21030 - Material Expediter	16.89
21040 - Material Handling Laborer	16.24
21050 - Order Filler	14.17
21071 - Forklift Operator	14.58
21080 - Production Line Worker (Food Processing)	14.58
21100 - Shipping/Receiving Clerk	12.61
21130 - Shipping Packer	12.61
21140 - Store Worker I	9.98
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.15
21210 - Tools and Parts Attendant	14.58
21400 - Warehouse Specialist	14.58

**23000 - Mechanics and Maintenance and Repair Occupations**

23010 - Aircraft Mechanic	21.33
23040 - Aircraft Mechanic Helper	15.08
23050 - Aircraft Quality Control Inspector	21.15
23060 - Aircraft Servicer	17.07
23070 - Aircraft Worker	18.04
23100 - Appliance Mechanic	18.87
23120 - Bicycle Repairer	13.98
23125 - Cable Splicer	23.71
23130 - Carpenter, Maintenance	22.40
23140 - Carpet Layer	19.18
23160 - Electrician, Maintenance	24.56
23181 - Electronics Technician, Maintenance I	21.32
23182 - Electronics Technician, Maintenance II	22.71
23183 - Electronics Technician, Maintenance III	23.04
23260 - Fabric Worker	18.26
23290 - Fire Alarm System Mechanic	19.16
23310 - Fire Extinguisher Repairer	14.78
23340 - Fuel Distribution System Mechanic	22.77
23370 - General Maintenance Worker	15.19
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.81
23430 - Heavy Equipment Mechanic	22.00
23440 - Heavy Equipment Operator	21.76
23460 - Instrument Mechanic	19.55
23470 - Laborer	12.83
23500 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	21.97
23550 - Machinist, Maintenance	23.08
23580 - Maintenance Trades Helper	13.51
23640 - Millwright	22.04
23700 - Office Appliance Repairer	19.01
23740 - Painter, Aircraft	18.04
23760 - Painter, Maintenance	18.04
23790 - Pipefitter, Maintenance	18.92
23800 - Plumber, Maintenance	18.04
23820 - Pneudraulic Systems Mechanic	19.35
23850 - Rigger	19.72
23870 - Scale Mechanic	17.44
23890 - Sheet-Metal Worker, Maintenance	20.31
23910 - Small Engine Mechanic	16.94
23930 - Telecommunication Mechanic I	21.11
23931 - Telecommunication Mechanic II	23.23
23950 - Telephone Lineman	21.10
23960 - Welder, Combination, Maintenance	18.92
23965 - Well Driller	21.16
23970 - Woodcraft Worker	18.92
23980 - Woodworker	14.68

**24000 - Personal Needs Occupations**

24570 - Child Care Attendant	11.03
24580 - Child Care Center Clerk	13.77
24600 - Chore Aid	8.20
24630 - Homemaker	14.92

**25000 - Plant and System Operation Occupations**

25010 - Boiler Tender	23.92
25040 - Sewage Plant Operator	25.70
25070 - Stationary Engineer	23.94
25190 - Ventilation Equipment Tender	17.00
25210 - Water Treatment Plant Operator	25.70

**27000 - Protective Service Occupations**

(not set) - Police Officer	31.11
27004 - Alarm Monitor	11.98
27006 - Corrections Officer	25.86
27010 - Court Security Officer	24.00

27040 - Detention Officer	25.86
27070 - Firefighter	20.14
27101 - Guard I	9.76
27102 - Guard II	11.98
<b>28000 - Stevedoring/Longshoremen Occupations</b>	
28010 - Blocker and Bracer	18.63
28020 - Hatch Tender	18.63
28030 - Line Handler	18.63
28040 - Stevedore I	17.40
28050 - Stevedore II	20.46
<b>29000 - Technical Occupations</b>	
21150 - Graphic Artist	22.59
29010 - Air Traffic Control Specialist, Center (2)	34.29
29011 - Air Traffic Control Specialist, Station (2)	23.65
29012 - Air Traffic Control Specialist, Terminal (2)	26.04
29023 - Archeological Technician I	19.28
29024 - Archeological Technician II	20.02
29025 - Archeological Technician III	26.71
29030 - Cartographic Technician	28.38
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.38
29040 - Civil Engineering Technician	23.15
29061 - Drafter I	17.27
29062 - Drafter II	20.40
29063 - Drafter III	23.12
29064 - Drafter IV	28.38
29081 - Engineering Technician I	15.16
29082 - Engineering Technician II	17.01
29083 - Engineering Technician III	19.03
29084 - Engineering Technician IV	23.57
29085 - Engineering Technician V	31.71
29086 - Engineering Technician VI	38.38
29090 - Environmental Technician	22.15
29100 - Flight Simulator/Instructor (Pilot)	36.76
29160 - Instructor	24.85
29210 - Laboratory Technician	18.89
29240 - Mathematical Technician	26.40
29361 - Paralegal/Legal Assistant I	18.44
29362 - Paralegal/Legal Assistant II	22.15
29363 - Paralegal/Legal Assistant III	27.08
29364 - Paralegal/Legal Assistant IV	32.78
29390 - Photooptics Technician	22.96
29480 - Technical Writer	28.79
29491 - Unexploded Ordnance (UXO) Technician I	21.79
29492 - Unexploded Ordnance (UXO) Technician II	26.37
29493 - Unexploded Ordnance (UXO) Technician III	31.61
29494 - Unexploded (UXO) Safety Escort	21.79
29495 - Unexploded (UXO) Sweep Personnel	21.79
29620 - Weather Observer, Senior (3)	20.02
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.03
29622 - Weather Observer, Upper Air (3)	18.03
<b>31000 - Transportation/ Mobile Equipment Operation Occupations</b>	
31030 - Bus Driver	17.05
31260 - Parking and Lot Attendant	8.84
31290 - Shuttle Bus Driver	12.32
31300 - Taxi Driver	10.58
31361 - Truckdriver, Light Truck	12.32
31362 - Truckdriver, Medium Truck	19.03
31363 - Truckdriver, Heavy Truck	19.23
31364 - Truckdriver, Tractor-Trailer	19.23
<b>99000 - Miscellaneous Occupations</b>	
99020 - Animal Caretaker	11.23
99030 - Cashier	12.13
99041 - Carnival Equipment Operator	12.16

99042 - Carnival Equipment Repairer	13.10
99043 - Carnival Worker	9.22
99050 - Desk Clerk	11.25
99095 - Embalmer	18.21
99300 - Lifeguard	11.45
99310 - Mortician	25.51
99350 - Park Attendant (Aide)	14.38
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.85
99500 - Recreation Specialist	14.92
99510 - Recycling Worker	18.61
99610 - Sales Clerk	12.03
99620 - School Crossing Guard (Crosswalk Attendant)	9.34
99630 - Sport Official	11.45
99658 - Survey Party Chief (Chief of Party)	24.58
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.81
99660 - Surveying Aide	12.98
99690 - Swimming Pool Operator	16.65
99720 - Vending Machine Attendant	14.10
99730 - Vending Machine Repairer	16.65
99740 - Vending Machine Repairer Helper	14.10

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a Regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly

scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.



**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

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**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))****Conformance Process:**

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 THE SERVICE CONTRACT ACT  
 By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
 EMPLOYMENT STANDARDS ADMINISTRATION  
 WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

William W. Gross                      Division of  
 Director                      Wage Determinations

Wage Determination No.: **1994-2062**  
 Revision No.: **19**  
 Date Of Revision: **05/23/2005**

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State: **California**

Area: California Counties of **Santa Clara**, Santa Cruz

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01192 - Order Clerk II	16.21
01261 - Personnel Assistant (Employment) I	14.70
01262 - Personnel Assistant (Employment) II	16.72
01263 - Personnel Assistant (Employment) III	19.31
01264 - Personnel Assistant (Employment) IV	21.88
01270 - Production Control Clerk	21.88
01290 - Rental Clerk	14.63
01300 - Scheduler, Maintenance	17.70
01311 - Secretary I	17.70
01312 - Secretary II	22.20
01313 - Secretary III	24.76
01314 - Secretary IV	26.63
01315 - Secretary V	29.49
01320 - Service Order Dispatcher	14.63
01341 - Stenographer I	14.70
01342 - Stenographer II	16.14
01400 - Supply Technician	26.63
01420 - Survey Worker (Interviewer)	14.86
01460 - Switchboard Operator-Receptionist	13.66
01510 - Test Examiner	22.20
01520 - Test Proctor	22.20
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	15.48
01533 - Travel Clerk III	16.70
01611 - Word Processor I	16.43

01612 - Word Processor II	18.45
01613 - Word Processor III	20.63
<b>03000 - Automatic Data Processing Occupations</b>	
03010 - Computer Data Librarian	17.55
03041 - Computer Operator I	17.55
03042 - Computer Operator II	19.67
03043 - Computer Operator III	22.33
03044 - Computer Operator IV	24.81
03045 - Computer Operator V	24.78
03071 - Computer Programmer I (1)	21.52
03072 - Computer Programmer II (1)	27.62
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	26.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	17.55
<b>05000 - Automotive Service Occupations</b>	
05005 - Automotive Body Repairer, Fiberglass	20.67
05010 - Automotive Glass Installer	17.72
05040 - Automotive Worker	19.41
05070 - Electrician, Automotive	20.32
05100 - Mobile Equipment Servicer	17.66
05130 - Motor Equipment Metal Mechanic	21.21
05160 - Motor Equipment Metal Worker	19.41
05190 - Motor Vehicle Mechanic	21.21
05220 - Motor Vehicle Mechanic Helper	16.73
05250 - Motor Vehicle Upholstery Worker	18.55
05280 - Motor Vehicle Wrecker	19.41
05310 - Painter, Automotive	20.32
05340 - Radiator Repair Specialist	19.41
05370 - Tire Repairer	14.48
05400 - Transmission Repair Specialist	21.21
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	10.27
07010 - Baker	12.55
07041 - Cook I	13.37
07042 - Cook II	14.74
07070 - Dishwasher	9.34
07130 - Meat Cutter	17.67
07250 - Waiter/Waitress	9.68
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	14.58
09070 - Furniture Refinisher	20.21
09100 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer, Minor	18.45
09130 - Upholsterer	20.21
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	9.47
11060 - Elevator Operator	10.27
11090 - Gardener	16.23
11121 - House Keeping Aid I	11.40
11122 - House Keeping Aid II	12.43
11150 - Janitor	12.43
11210 - Laborer, Grounds Maintenance	13.46
11240 - Maid or Houseman	11.40
11270 - Pest Controller	15.90
11300 - Refuse Collector	12.43
11330 - Tractor Operator	15.39
11360 - Window Cleaner	13.46

**12000 - Health Occupations**

12020 - Dental Assistant	16.97
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	17.26
12071 - Licensed Practical Nurse I	14.37
12072 - Licensed Practical Nurse II	16.12
12073 - Licensed Practical Nurse III	18.04
12100 - Medical Assistant	16.12
12130 - Medical Laboratory Technician	16.12
12160 - Medical Record Clerk	16.12
12190 - Medical Record Technician	19.65
12221 - Nursing Assistant I	11.46
12222 - Nursing Assistant II	12.89
12223 - Nursing Assistant III	14.07
12224 - Nursing Assistant IV	15.79
12250 - Pharmacy Technician	16.78
12280 - Phlebotomist	14.55
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	29.33
12313 - Registered Nurse II, Specialist	29.33
12314 - Registered Nurse III	35.48
12315 - Registered Nurse III, Anesthetist	35.48
12316 - Registered Nurse IV	42.55

**13000 - Information and Arts Occupations**

13002 - Audiovisual Librarian	23.95
13011 - Exhibits Specialist I	21.72
13012 - Exhibits Specialist II	24.62
13013 - Exhibits Specialist III	30.11
13041 - Illustrator I	21.68
13042 - Illustrator II	24.62
13043 - Illustrator III	30.11
13047 - Librarian	30.97
13050 - Library Technician	18.00
13071 - Photographer I	17.62
13072 - Photographer II	19.87
13073 - Photographer III	23.62
13074 - Photographer IV	28.88
13075 - Photographer V	34.94

**15000 - Laundry, Dry Cleaning, Pressing and Related Occupations**

15010 - Assembler	9.59
15030 - Counter Attendant	9.59
15040 - Dry Cleaner	13.04
15070 - Finisher, Flatwork, Machine	9.59
15090 - Presser, Hand	9.59
15100 - Presser, Machine, Drycleaning	9.59
15130 - Presser, Machine, Shirts	9.59
15160 - Presser, Machine, Wearing Apparel, Laundry	9.59
15190 - Sewing Machine Operator	14.19
15220 - Tailor	15.34
15250 - Washer, Machine	10.75

**19000 - Machine Tool Operation and Repair Occupations**

19010 - Machine-Tool Operator (Toolroom)	21.96
19040 - Tool and Die Maker	25.80

**21000 - Material Handling and Packing Occupations**

21010 - Fuel Distribution System Operator	17.58
21020 - Material Coordinator	20.46
21030 - Material Expediter	20.46
21040 - Material Handling Laborer	13.96
21050 - Order Filler	13.89
21071 - Forklift Operator	15.40
21080 - Production Line Worker (Food Processing)	15.40
21100 - Shipping/Receiving Clerk	15.84
21130 - Shipping Packer	14.50
21140 - Store Worker I	11.92

21150 - Stock Clerk (Shelf Stocker; Store Worker II)	16.41
21210 - Tools and Parts Attendant	15.40
21400 - Warehouse Specialist	15.40
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	23.05
23040 - Aircraft Mechanic Helper	17.11
23050 - Aircraft Quality Control Inspector	23.72
23060 - Aircraft Servicer	19.26
23070 - Aircraft Worker	20.43
23100 - Appliance Mechanic	21.37
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	24.14
23130 - Carpenter, Maintenance	22.77
23140 - Carpet Layer	20.43
23160 - Electrician, Maintenance	29.36
23181 - Electronics Technician, Maintenance I	18.60
23182 - Electronics Technician, Maintenance II	23.56
23183 - Electronics Technician, Maintenance III	26.61
23260 - Fabric Worker	20.27
23290 - Fire Alarm System Mechanic	24.14
23310 - Fire Extinguisher Repairer	18.95
23340 - Fuel Distribution System Mechanic	24.66
23370 - General Maintenance Worker	16.60
23400 - Heating, Refrigeration and Air Conditioning Mechanic	25.41
23430 - Heavy Equipment Mechanic	23.84
23440 - Heavy Equipment Operator	26.59
23460 - Instrument Mechanic	22.77
23470 - Laborer	13.66
23500 - Locksmith	24.35
23530 - Machinery Maintenance Mechanic	23.22
23550 - Machinist, Maintenance	24.33
23580 - Maintenance Trades Helper	16.64
23640 - Millwright	24.42
23700 - Office Appliance Repairer	22.89
23740 - Painter, Aircraft	22.34
23760 - Painter, Maintenance	20.21
23790 - Pipefitter, Maintenance	28.08
23800 - Plumber, Maintenance	26.88
23820 - Pneudraulic Systems Mechanic	24.14
23850 - Rigger	23.21
23870 - Scale Mechanic	21.58
23890 - Sheet-Metal Worker, Maintenance	26.27
23910 - Small Engine Mechanic	19.31
23930 - Telecommunication Mechanic I	24.14
23931 - Telecommunication Mechanic II	25.37
23950 - Telephone Lineman	22.53
23960 - Welder, Combination, Maintenance	21.10
23965 - Well Driller	24.14
23970 - Woodcraft Worker	24.14
23980 - Woodworker	17.58
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	10.11
24580 - Child Care Center Clerk	11.45
24600 - Chore Aid	9.76
24630 - Homemaker	13.18
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	27.96
25040 - Sewage Plant Operator	23.09
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	19.88
25210 - Water Treatment Plant Operator	23.03
<b>27000 - Protective Service Occupations</b>	
(not set) - Police Officer	37.05

27004 - Alarm Monitor	13.39
27006 - Corrections Officer	27.63
27010 - Court Security Officer	31.23
27040 - Detention Officer	27.63
27070 - Firefighter	29.02
27101 - Guard I	11.37
27102 - Guard II	13.99
<b>28000 - Stevedoring/Longshoremen Occupations</b>	
28010 - Blocker and Bracer	18.94
28020 - Hatch Tender	18.94
28030 - Line Handler	18.94
28040 - Stevedore I	18.10
28050 - Stevedore II	19.80
<b>29000 - Technical Occupations</b>	
21150 - Graphic Artist	26.12
29010 - Air Traffic Control Specialist, Center (2)	35.63
29011 - Air Traffic Control Specialist, Station (2)	24.57
29012 - Air Traffic Control Specialist, Terminal (2)	27.06
29023 - Archeological Technician I	13.69
29024 - Archeological Technician II	16.46
29025 - Archeological Technician III	20.17
29030 - Cartographic Technician	22.41
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.96
29040 - Civil Engineering Technician	24.65
29061 - Drafter I	16.90
29062 - Drafter II	18.97
29063 - Drafter III	22.19
29064 - Drafter IV	26.28
29081 - Engineering Technician I	16.90
29082 - Engineering Technician II	18.97
29083 - Engineering Technician III	21.21
29084 - Engineering Technician IV	26.28
29085 - Engineering Technician V	32.14
29086 - Engineering Technician VI	36.41
29090 - Environmental Technician	23.23
29100 - Flight Simulator/Instructor (Pilot)	34.68
29160 - Instructor	27.09
29210 - Laboratory Technician	19.92
29240 - Mathematical Technician	26.28
29361 - Paralegal/Legal Assistant I	20.32
29362 - Paralegal/Legal Assistant II	24.62
29363 - Paralegal/Legal Assistant III	30.11
29364 - Paralegal/Legal Assistant IV	35.52
29390 - Photooptics Technician	24.79
29480 - Technical Writer	34.87
29491 - Unexploded Ordnance (UXO) Technician I	22.64
29492 - Unexploded Ordnance (UXO) Technician II	27.40
29493 - Unexploded Ordnance (UXO) Technician III	32.84
29494 - Unexploded (UXO) Safety Escort	22.64
29495 - Unexploded (UXO) Sweep Personnel	22.64
29620 - Weather Observer, Senior (3)	21.48
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.35
29622 - Weather Observer, Upper Air (3)	19.35
<b>31000 - Transportation/ Mobile Equipment Operation Occupations</b>	
31030 - Bus Driver	12.99
31260 - Parking and Lot Attendant	9.19
31290 - Shuttle Bus Driver	12.36
31300 - Taxi Driver	11.70
31361 - Truckdriver, Light Truck	13.42
31362 - Truckdriver, Medium Truck	14.10
31363 - Truckdriver, Heavy Truck	20.16
31364 - Truckdriver, Tractor-Trailer	20.16

**99000 - Miscellaneous Occupations**

99020 - Animal Caretaker	10.13
99030 - Cashier	8.97
99041 - Carnival Equipment Operator	13.09
99042 - Carnival Equipment Repairer	13.81
99043 - Carnival Worker	10.58
99050 - Desk Clerk	9.94
99095 - Embalmer	22.64
99300 - Lifeguard	8.90
99310 - Mortician	23.88
99350 - Park Attendant (Aide)	11.32
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.99
99500 - Recreation Specialist	12.76
99510 - Recycling Worker	15.38
99610 - Sales Clerk	8.99
99620 - School Crossing Guard (Crosswalk Attendant)	10.71
99630 - Sport Official	8.99
99658 - Survey Party Chief (Chief of Party)	16.23
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.29
99660 - Surveying Aide	8.15
99690 - Swimming Pool Operator	15.81
99720 - Vending Machine Attendant	13.62
99730 - Vending Machine Repairer	15.81
99740 - Vending Machine Repairer Helper	13.62

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.



3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross                      Division of  
Director                      Wage Determinations

Wage Determination No.: **1994-2064**  
Revision No.: **21**  
Date Of Revision: **05/23/2005**

State: **California**

Area: California Counties of San Luis Obispo, **Santa Barbara**

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	11.79
01012 - Accounting Clerk II	13.46
01013 - Accounting Clerk III	15.82
01014 - Accounting Clerk IV	17.67
01030 - Court Reporter	18.65
01050 - Dispatcher, Motor Vehicle	16.61
01060 - Document Preparation Clerk	11.67
01070 - Messenger (Courier)	11.52
01090 - Duplicating Machine Operator	11.67
01110 - Film/Tape Librarian	15.55
01115 - General Clerk I	10.98
01116 - General Clerk II	12.19
01117 - General Clerk III	14.72
01118 - General Clerk IV	16.76
01120 - Housing Referral Assistant	20.18
01131 - Key Entry Operator I	12.62
01132 - Key Entry Operator II	14.25
01191 - Order Clerk I	10.75
01192 - Order Clerk II	12.29
01261 - Personnel Assistant (Employment) I	14.23
01262 - Personnel Assistant (Employment) II	16.01
01263 - Personnel Assistant (Employment) III	17.48
01264 - Personnel Assistant (Employment) IV	19.59
01270 - Production Control Clerk	19.27
01290 - Rental Clerk	11.42
01300 - Scheduler, Maintenance	15.15
01311 - Secretary I	15.15
01312 - Secretary II	16.85
01313 - Secretary III	20.18
01314 - Secretary IV	21.60
01315 - Secretary V	23.05
01320 - Service Order Dispatcher	15.86
01341 - Stenographer I	15.62
01342 - Stenographer II	18.05
01400 - Supply Technician	21.60
01420 - Survey Worker (Interviewer)	17.33
01460 - Switchboard Operator-Receptionist	11.23
01510 - Test Examiner	16.85
01520 - Test Proctor	16.85
01531 - Travel Clerk I	11.20
01532 - Travel Clerk II	11.79
01533 - Travel Clerk III	12.52
01611 - Word Processor I	12.99

01612 - Word Processor II	15.63
01613 - Word Processor III	16.40
<b>03000 - Automatic Data Processing Occupations</b>	
03010 - Computer Data Librarian	14.36
03041 - Computer Operator I	13.18
03042 - Computer Operator II	18.02
03043 - Computer Operator III	20.00
03044 - Computer Operator IV	22.20
03045 - Computer Operator V	24.65
03071 - Computer Programmer I (1)	18.81
03072 - Computer Programmer II (1)	25.62
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.18
<b>05000 - Automotive Service Occupations</b>	
05005 - Automotive Body Repairer, Fiberglass	23.49
05010 - Automotive Glass Installer	17.70
05040 - Automotive Worker	17.70
05070 - Electrician, Automotive	18.48
05100 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal Mechanic	19.23
05160 - Motor Equipment Metal Worker	17.70
05190 - Motor Vehicle Mechanic	18.35
05220 - Motor Vehicle Mechanic Helper	13.96
05250 - Motor Vehicle Upholstery Worker	16.83
05280 - Motor Vehicle Wrecker	17.70
05310 - Painter, Automotive	18.48
05340 - Radiator Repair Specialist	17.70
05370 - Tire Repairer	14.15
05400 - Transmission Repair Specialist	17.48
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	9.00
07010 - Baker	13.21
07041 - Cook I	12.02
07042 - Cook II	13.21
07070 - Dishwasher	9.00
07130 - Meat Cutter	16.94
07250 - Waiter/Waitress	9.95
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	16.80
09040 - Furniture Handler	12.16
09070 - Furniture Refinisher	18.37
09100 - Furniture Refinisher Helper	14.84
09110 - Furniture Repairer, Minor	16.80
09130 - Upholsterer	18.37
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	9.24
11060 - Elevator Operator	11.10
11090 - Gardener	14.05
11121 - House Keeping Aid I	8.62
11122 - House Keeping Aid II	9.80
11150 - Janitor	11.28
11210 - Laborer, Grounds Maintenance	11.64
11240 - Maid or Houseman	8.62
11270 - Pest Controller	15.43
11300 - Refuse Collector	15.96
11330 - Tractor Operator	13.38
11360 - Window Cleaner	12.47

**12000 - Health Occupations**

12020 - Dental Assistant	17.69
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.10
12071 - Licensed Practical Nurse I	15.52
12072 - Licensed Practical Nurse II	17.41
12073 - Licensed Practical Nurse III	19.48
12100 - Medical Assistant	14.19
12130 - Medical Laboratory Technician	14.19
12160 - Medical Record Clerk	12.90
12190 - Medical Record Technician	13.53
12221 - Nursing Assistant I	8.31
12222 - Nursing Assistant II	9.35
12223 - Nursing Assistant III	10.20
12224 - Nursing Assistant IV	11.44
12250 - Pharmacy Technician	14.16
12280 - Phlebotomist	11.58
12311 - Registered Nurse I	23.03
12312 - Registered Nurse II	28.16
12313 - Registered Nurse II, Specialist	28.16
12314 - Registered Nurse III	34.04
12315 - Registered Nurse III, Anesthetist	34.04
12316 - Registered Nurse IV	40.81

**13000 - Information and Arts Occupations**

13002 - Audiovisual Librarian	24.77
13011 - Exhibits Specialist I	20.00
13012 - Exhibits Specialist II	24.97
13013 - Exhibits Specialist III	29.86
13041 - Illustrator I	20.00
13042 - Illustrator II	24.77
13043 - Illustrator III	27.79
13047 - Librarian	24.79
13050 - Library Technician	15.52
13071 - Photographer I	16.74
13072 - Photographer II	18.71
13073 - Photographer III	23.86
13074 - Photographer IV	26.92
13075 - Photographer V	31.91

**15000 - Laundry, Dry Cleaning, Pressing and Related Occupations**

15010 - Assembler	8.39
15030 - Counter Attendant	8.39
15040 - Dry Cleaner	10.30
15070 - Finisher, Flatwork, Machine	8.39
15090 - Presser, Hand	8.39
15100 - Presser, Machine, Drycleaning	8.39
15130 - Presser, Machine, Shirts	8.39
15160 - Presser, Machine, Wearing Apparel, Laundry	8.39
15190 - Sewing Machine Operator	10.91
15220 - Tailor	12.02
15250 - Washer, Machine	8.91

**19000 - Machine Tool Operation and Repair Occupations**

19010 - Machine-Tool Operator (Toolroom)	18.22
19040 - Tool and Die Maker	21.53

**21000 - Material Handling and Packing Occupations**

21010 - Fuel Distribution System Operator	18.76
21020 - Material Coordinator	17.68
21030 - Material Expediter	17.68
21040 - Material Handling Laborer	11.90
21050 - Order Filler	13.74
21071 - Forklift Operator	14.52
21080 - Production Line Worker (Food Processing)	14.84
21100 - Shipping/Receiving Clerk	12.35
21130 - Shipping Packer	12.83
21140 - Store Worker I	10.02

21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.29
21210 - Tools and Parts Attendant	14.84
21400 - Warehouse Specialist	14.52
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	22.11
23040 - Aircraft Mechanic Helper	16.84
23050 - Aircraft Quality Control Inspector	23.03
23060 - Aircraft Servicer	19.44
23070 - Aircraft Worker	20.34
23100 - Appliance Mechanic	18.48
23120 - Bicycle Repairer	14.15
23125 - Cable Splicer	23.00
23130 - Carpenter, Maintenance	24.83
23140 - Carpet Layer	19.89
23160 - Electrician, Maintenance	23.91
23181 - Electronics Technician, Maintenance I	21.14
23182 - Electronics Technician, Maintenance II	23.05
23183 - Electronics Technician, Maintenance III	25.80
23260 - Fabric Worker	19.44
23290 - Fire Alarm System Mechanic	22.11
23310 - Fire Extinguisher Repairer	18.35
23340 - Fuel Distribution System Mechanic	24.59
23370 - General Maintenance Worker	17.70
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.63
23430 - Heavy Equipment Mechanic	20.10
23440 - Heavy Equipment Operator	23.98
23460 - Instrument Mechanic	24.32
23470 - Laborer	10.36
23500 - Locksmith	20.21
23530 - Machinery Maintenance Mechanic	23.06
23550 - Machinist, Maintenance	20.12
23580 - Maintenance Trades Helper	13.96
23640 - Millwright	22.11
23700 - Office Appliance Repairer	21.26
23740 - Painter, Aircraft	21.26
23760 - Painter, Maintenance	16.80
23790 - Pipefitter, Maintenance	24.20
23800 - Plumber, Maintenance	23.24
23820 - Pneudraulic Systems Mechanic	22.11
23850 - Rigger	22.11
23870 - Scale Mechanic	20.34
23890 - Sheet-Metal Worker, Maintenance	19.47
23910 - Small Engine Mechanic	20.34
23930 - Telecommunication Mechanic I	20.91
23931 - Telecommunication Mechanic II	21.52
23950 - Telephone Lineman	20.91
23960 - Welder, Combination, Maintenance	17.48
23965 - Well Driller	23.00
23970 - Woodcraft Worker	22.11
23980 - Woodworker	16.75
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	10.52
24580 - Child Care Center Clerk	13.83
24600 - Chore Aid	10.77
24630 - Homemaker	15.36
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	22.11
25040 - Sewage Plant Operator	21.11
25070 - Stationary Engineer	22.11
25190 - Ventilation Equipment Tender	16.84
25210 - Water Treatment Plant Operator	21.26

**27000 - Protective Service Occupations**

(not set) - Police Officer	29.37
27004 - Alarm Monitor	15.94
27006 - Corrections Officer	25.11
27010 - Court Security Officer	25.11
27040 - Detention Officer	25.11
27070 - Firefighter	21.08
27101 - Guard I	10.53
27102 - Guard II	11.20

**28000 - Stevedoring/Longshoremen Occupations**

28010 - Blocker and Bracer	20.34
28020 - Hatch Tender	19.89
28030 - Line Handler	19.89
28040 - Stevedore I	19.44
28050 - Stevedore II	21.26

**29000 - Technical Occupations**

21150 - Graphic Artist	20.31
29010 - Air Traffic Control Specialist, Center (2)	34.29
29011 - Air Traffic Control Specialist, Station (2)	23.66
29012 - Air Traffic Control Specialist, Terminal (2)	26.04
29023 - Archeological Technician I	16.16
29024 - Archeological Technician II	18.07
29025 - Archeological Technician III	22.40
29030 - Cartographic Technician	23.79
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.02
29040 - Civil Engineering Technician	23.07
29061 - Drafter I	14.60
29062 - Drafter II	16.37
29063 - Drafter III	18.34
29064 - Drafter IV	22.40
29081 - Engineering Technician I	16.50
29082 - Engineering Technician II	19.21
29083 - Engineering Technician III	21.06
29084 - Engineering Technician IV	27.01
29085 - Engineering Technician V	33.15
29086 - Engineering Technician VI	40.11
29090 - Environmental Technician	21.40
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	23.53
29210 - Laboratory Technician	16.90
29240 - Mathematical Technician	22.40
29361 - Paralegal/Legal Assistant I	18.34
29362 - Paralegal/Legal Assistant II	23.42
29363 - Paralegal/Legal Assistant III	28.62
29364 - Paralegal/Legal Assistant IV	34.61
29390 - Photooptics Technician	22.86
29480 - Technical Writer	25.95
29491 - Unexploded Ordnance (UXO) Technician I	21.79
29492 - Unexploded Ordnance (UXO) Technician II	26.37
29493 - Unexploded Ordnance (UXO) Technician III	31.61
29494 - Unexploded (UXO) Safety Escort	21.79
29495 - Unexploded (UXO) Sweep Personnel	21.79
29620 - Weather Observer, Senior (3)	19.54
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.58
29622 - Weather Observer, Upper Air (3)	17.58

**31000 - Transportation/ Mobile Equipment Operation Occupations**

31030 - Bus Driver	16.61
31260 - Parking and Lot Attendant	8.56
31290 - Shuttle Bus Driver	12.24
31300 - Taxi Driver	11.21
31361 - Truckdriver, Light Truck	12.24
31362 - Truckdriver, Medium Truck	17.60
31363 - Truckdriver, Heavy Truck	17.04



31364 - Truckdriver, Tractor-Trailer	17.04
<b>99000 - Miscellaneous Occupations</b>	
99020 - Animal Caretaker	11.35
99030 - Cashier	9.81
99041 - Carnival Equipment Operator	15.15
99042 - Carnival Equipment Repairer	15.89
99043 - Carnival Worker	10.35
99050 - Desk Clerk	10.52
99095 - Embalmer	21.79
99300 - Lifeguard	11.45
99310 - Mortician	22.53
99350 - Park Attendant (Aide)	14.38
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	13.48
99500 - Recreation Specialist	14.57
99510 - Recycling Worker	18.48
99610 - Sales Clerk	11.19
99620 - School Crossing Guard (Crosswalk Attendant)	10.51
99630 - Sport Official	11.45
99658 - Survey Party Chief (Chief of Party)	24.07
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	21.74
99660 - Surveying Aide	15.85
99690 - Swimming Pool Operator	16.61
99720 - Vending Machine Attendant	15.10
99730 - Vending Machine Repairer	17.43
99740 - Vending Machine Repairer Helper	15.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross                      Division of Director                                  Wage Determinations	Wage Determination No.: <b>1994-2096</b> Revision No.: <b>17</b> Date Of Revision: <b>06/03/2005</b>

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States: Delaware, Maryland, **Virginia**

Area: Delaware County of Sussex  
 Maryland Counties of Somerset, Wicomico, Worcester  
 Virginia Counties of **Accomack**, Northampton

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
<b>01000 - Administrative Support and Clerical Occupations</b>	
01011 - Accounting Clerk I	9.29
01012 - Accounting Clerk II	10.21
01013 - Accounting Clerk III	12.14
01014 - Accounting Clerk IV	13.81
01030 - Court Reporter	11.90
01050 - Dispatcher, Motor Vehicle	12.58
01060 - Document Preparation Clerk	10.14
01070 - Messenger (Courier)	8.15
01090 - Duplicating Machine Operator	10.14
01110 - Film/Tape Librarian	10.89
01115 - General Clerk I	7.75
01116 - General Clerk II	8.17
01117 - General Clerk III	10.25
01118 - General Clerk IV	11.51
01120 - Housing Referral Assistant	12.94
01131 - Key Entry Operator I	9.96
01132 - Key Entry Operator II	11.79
01191 - Order Clerk I	9.39
01192 - Order Clerk II	11.37
01261 - Personnel Assistant (Employment) I	9.30
01262 - Personnel Assistant (Employment) II	10.89
01263 - Personnel Assistant (Employment) III	11.96
01264 - Personnel Assistant (Employment) IV	12.99
01270 - Production Control Clerk	14.93
01290 - Rental Clerk	9.34
01300 - Scheduler, Maintenance	10.85
01311 - Secretary I	10.85
01312 - Secretary II	11.90
01313 - Secretary III	12.94
01314 - Secretary IV	13.17
01315 - Secretary V	14.48
01320 - Service Order Dispatcher	12.53
01341 - Stenographer I	12.02
01342 - Stenographer II	13.21
01400 - Supply Technician	13.17
01420 - Survey Worker (Interviewer)	9.88
01460 - Switchboard Operator-Receptionist	9.10
01510 - Test Examiner	11.90
01520 - Test Proctor	11.90
01531 - Travel Clerk I	10.66
01532 - Travel Clerk II	11.47

01533 - Travel Clerk III	12.22
01611 - Word Processor I	10.31
01612 - Word Processor II	11.80
01613 - Word Processor III	12.94
<b>03000 - Automatic Data Processing Occupations</b>	
03010 - Computer Data Librarian	9.11
03041 - Computer Operator I	9.11
03042 - Computer Operator II	10.89
03043 - Computer Operator III	13.18
03044 - Computer Operator IV	14.75
03045 - Computer Operator V	16.23
03071 - Computer Programmer I (1)	12.84
03072 - Computer Programmer II (1)	15.85
03073 - Computer Programmer III (1)	18.93
03074 - Computer Programmer IV (1)	23.12
03101 - Computer Systems Analyst I (1)	17.15
03102 - Computer Systems Analyst II (1)	20.22
03103 - Computer Systems Analyst III (1)	23.45
03160 - Peripheral Equipment Operator	9.11
<b>05000 - Automotive Service Occupations</b>	
05005 - Automotive Body Repairer, Fiberglass	14.89
05010 - Automotive Glass Installer	12.47
05040 - Automotive Worker	13.71
05070 - Electrician, Automotive	14.28
05100 - Mobile Equipment Servicer	11.38
05130 - Motor Equipment Metal Mechanic	14.91
05160 - Motor Equipment Metal Worker	13.71
05190 - Motor Vehicle Mechanic	14.91
05220 - Motor Vehicle Mechanic Helper	10.84
05250 - Motor Vehicle Upholstery Worker	13.08
05280 - Motor Vehicle Wrecker	13.71
05310 - Painter, Automotive	14.37
05340 - Radiator Repair Specialist	13.71
05370 - Tire Repairer	9.82
05400 - Transmission Repair Specialist	14.91
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	7.66
07010 - Baker	9.95
07041 - Cook I	8.98
07042 - Cook II	10.14
07070 - Dishwasher	6.98
07130 - Meat Cutter	11.32
07250 - Waiter/Waitress	7.32
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	14.42
09040 - Furniture Handler	10.11
09070 - Furniture Refinisher	13.11
09100 - Furniture Refinisher Helper	10.88
09110 - Furniture Repairer, Minor	12.01
09130 - Upholsterer	13.11
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	8.72
11060 - Elevator Operator	8.72
11090 - Gardener	9.93
11121 - House Keeping Aid I	8.08
11122 - House Keeping Aid II	9.26
11150 - Janitor	9.19
11210 - Laborer, Grounds Maintenance	9.07
11240 - Maid or Houseman	8.08
11270 - Pest Controller	10.23
11300 - Refuse Collector	9.90
11330 - Tractor Operator	10.13
11360 - Window Cleaner	9.35

**12000 - Health Occupations**

12020 - Dental Assistant	11.76
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.63
12071 - Licensed Practical Nurse I	13.33
12072 - Licensed Practical Nurse II	14.96
12073 - Licensed Practical Nurse III	16.73
12100 - Medical Assistant	11.28
12130 - Medical Laboratory Technician	13.01
12160 - Medical Record Clerk	11.83
12190 - Medical Record Technician	14.89
12221 - Nursing Assistant I	8.31
12222 - Nursing Assistant II	9.34
12223 - Nursing Assistant III	10.19
12224 - Nursing Assistant IV	11.43
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.36
12311 - Registered Nurse I	20.72
12312 - Registered Nurse II	25.38
12313 - Registered Nurse II, Specialist	25.38
12314 - Registered Nurse III	30.70
12315 - Registered Nurse III, Anesthetist	30.70
12316 - Registered Nurse IV	36.76

**13000 - Information and Arts Occupations**

13002 - Audiovisual Librarian	15.25
13011 - Exhibits Specialist I	15.48
13012 - Exhibits Specialist II	19.03
13013 - Exhibits Specialist III	23.25
13041 - Illustrator I	15.48
13042 - Illustrator II	17.78
13043 - Illustrator III	19.87
13047 - Librarian	14.53
13050 - Library Technician	11.13
13071 - Photographer I	12.10
13072 - Photographer II	14.00
13073 - Photographer III	15.95
13074 - Photographer IV	19.61
13075 - Photographer V	23.01

**15000 - Laundry, Dry Cleaning, Pressing and Related Occupations**

15010 - Assembler	7.56
15030 - Counter Attendant	7.56
15040 - Dry Cleaner	9.41
15070 - Finisher, Flatwork, Machine	7.56
15090 - Presser, Hand	7.56
15100 - Presser, Machine, Drycleaning	7.56
15130 - Presser, Machine, Shirts	7.56
15160 - Presser, Machine, Wearing Apparel, Laundry	7.56
15190 - Sewing Machine Operator	10.06
15220 - Tailor	10.74
15250 - Washer, Machine	8.21

**19000 - Machine Tool Operation and Repair Occupations**

19010 - Machine-Tool Operator (Toolroom)	15.66
19040 - Tool and Die Maker	18.34

**21000 - Material Handling and Packing Occupations**

21010 - Fuel Distribution System Operator	13.84
21020 - Material Coordinator	15.53
21030 - Material Expediter	15.53
21040 - Material Handling Laborer	9.75
21050 - Order Filler	9.60
21071 - Forklift Operator	12.00
21080 - Production Line Worker (Food Processing)	11.13
21100 - Shipping/Receiving Clerk	10.69
21130 - Shipping Packer	10.69
21140 - Store Worker I	11.06

21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.37
21210 - Tools and Parts Attendant	13.76
21400 - Warehouse Specialist	12.00
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	16.39
23040 - Aircraft Mechanic Helper	13.04
23050 - Aircraft Quality Control Inspector	21.81
23060 - Aircraft Servicer	14.39
23070 - Aircraft Worker	15.07
23100 - Appliance Mechanic	13.50
23120 - Bicycle Repairer	11.05
23125 - Cable Splicer	20.93
23130 - Carpenter, Maintenance	15.40
23140 - Carpet Layer	13.84
23160 - Electrician, Maintenance	16.23
23181 - Electronics Technician, Maintenance I	13.84
23182 - Electronics Technician, Maintenance II	18.79
23183 - Electronics Technician, Maintenance III	21.16
23260 - Fabric Worker	13.93
23290 - Fire Alarm System Mechanic	16.39
23310 - Fire Extinguisher Repairer	13.39
23340 - Fuel Distribution System Mechanic	16.56
23370 - General Maintenance Worker	13.63
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15.34
23430 - Heavy Equipment Mechanic	16.14
23440 - Heavy Equipment Operator	15.73
23460 - Instrument Mechanic	17.30
23470 - Laborer	9.91
23500 - Locksmith	15.70
23530 - Machinery Maintenance Mechanic	18.02
23550 - Machinist, Maintenance	15.74
23580 - Maintenance Trades Helper	10.88
23640 - Millwright	15.39
23700 - Office Appliance Repairer	15.70
23740 - Painter, Aircraft	14.62
23760 - Painter, Maintenance	13.11
23790 - Pipefitter, Maintenance	16.18
23800 - Plumber, Maintenance	17.06
23820 - Pneudraulic Systems Mechanic	16.39
23850 - Rigger	16.39
23870 - Scale Mechanic	14.91
23890 - Sheet-Metal Worker, Maintenance	15.05
23910 - Small Engine Mechanic	13.99
23930 - Telecommunication Mechanic I	16.11
23931 - Telecommunication Mechanic II	16.76
23950 - Telephone Lineman	16.11
23960 - Welder, Combination, Maintenance	14.20
23965 - Well Driller	16.31
23970 - Woodcraft Worker	16.39
23980 - Woodworker	12.82
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	8.45
24580 - Child Care Center Clerk	10.54
24600 - Chore Aid	7.47
24630 - Homemaker	11.71
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	16.56
25040 - Sewage Plant Operator	14.79
25070 - Stationary Engineer	16.56
25190 - Ventilation Equipment Tender	13.42
25210 - Water Treatment Plant Operator	14.79



**27000 - Protective Service Occupations**

(not set) - Police Officer	16.95
27004 - Alarm Monitor	11.96
27006 - Corrections Officer	14.20
27010 - Court Security Officer	14.03
27040 - Detention Officer	14.20
27070 - Firefighter	11.86
27101 - Guard I	8.70
27102 - Guard II	10.93

**28000 - Stevedoring/Longshoremen Occupations**

28010 - Blocker and Bracer	14.15
28020 - Hatch Tender	14.15
28030 - Line Handler	14.15
28040 - Stevedore I	12.29
28050 - Stevedore II	14.75

**29000 - Technical Occupations**

21150 - Graphic Artist	15.59
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	12.95
29024 - Archeological Technician II	14.50
29025 - Archeological Technician III	17.97
29030 - Cartographic Technician	17.30
29035 - Computer Based Training (CBT) Specialist/ Instructor	17.15
29040 - Civil Engineering Technician	17.15
29061 - Drafter I	11.27
29062 - Drafter II	13.64
29063 - Drafter III	15.78
29064 - Drafter IV	17.97
29081 - Engineering Technician I	10.81
29082 - Engineering Technician II	13.08
29083 - Engineering Technician III	15.13
29084 - Engineering Technician IV	17.25
29085 - Engineering Technician V	21.21
29086 - Engineering Technician VI	24.88
29090 - Environmental Technician	17.97
29100 - Flight Simulator/Instructor (Pilot)	20.22
29160 - Instructor	18.72
29210 - Laboratory Technician	12.43
29240 - Mathematical Technician	17.97
29361 - Paralegal/Legal Assistant I	10.89
29362 - Paralegal/Legal Assistant II	13.22
29363 - Paralegal/Legal Assistant III	16.18
29364 - Paralegal/Legal Assistant IV	19.57
29390 - Photooptics Technician	17.55
29480 - Technical Writer	19.03
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	15.02
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	12.43
29622 - Weather Observer, Upper Air (3)	12.43

**31000 - Transportation/ Mobile Equipment Operation Occupations**

31030 - Bus Driver	10.93
31260 - Parking and Lot Attendant	8.48
31290 - Shuttle Bus Driver	11.65
31300 - Taxi Driver	8.38
31361 - Truckdriver, Light Truck	11.65
31362 - Truckdriver, Medium Truck	12.08
31363 - Truckdriver, Heavy Truck	13.92

31364 - Truckdriver, Tractor-Trailer	15.53
<b>99000 - Miscellaneous Occupations</b>	
99020 - Animal Caretaker	8.61
99030 - Cashier	7.79
99041 - Carnival Equipment Operator	7.57
99042 - Carnival Equipment Repairer	8.09
99043 - Carnival Worker	8.80
99050 - Desk Clerk	8.68
99095 - Embalmer	19.38
99300 - Lifeguard	10.36
99310 - Mortician	18.84
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.27
99500 - Recreation Specialist	11.71
99510 - Recycling Worker	11.25
99610 - Sales Clerk	9.79
99620 - School Crossing Guard (Crosswalk Attendant)	8.61
99630 - Sport Official	10.01
99658 - Survey Party Chief (Chief of Party)	13.79
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.38
99660 - Surveying Aide	9.04
99690 - Swimming Pool Operator	9.59
99720 - Vending Machine Attendant	8.91
99730 - Vending Machine Repairer	10.51
99740 - Vending Machine Repairer Helper	9.09

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W.Gross                      Division of  
Director                              Wage Determinations

Wage Determination No.: **1994-2104**  
Revision No.: **25**  
Date Of Revision: **05/23/2005**

States: District of Columbia, **Maryland**, Virginia

Area: District of Columbia Statewide  
Maryland Counties of Calvert, Charles, Frederick, **Montgomery**, **Prince George's**,  
St Mary's Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church,  
Fauquier, King George, Loudoun, Prince William, Stafford

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

## OCCUPATION CODE - TITLE

## MINIMUM WAGE RATE

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	12.16
01012 - Accounting Clerk II	12.86
01013 - Accounting Clerk III	14.89
01014 - Accounting Clerk IV	16.65
01030 - Court Reporter	17.02
01050 - Dispatcher, Motor Vehicle	16.50
01060 - Document Preparation Clerk	12.75
01070 - Messenger (Courier)	10.23
01090 - Duplicating Machine Operator	12.75
01110 - Film/Tape Librarian	15.10
01115 - General Clerk I	11.68
01116 - General Clerk II	13.72
01117 - General Clerk III	15.32
01118 - General Clerk IV	18.74
01120 - Housing Referral Assistant	19.30
01131 - Key Entry Operator I	12.67
01132 - Key Entry Operator II	13.82
01191 - Order Clerk I	14.74
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	13.05
01262 - Personnel Assistant (Employment) II	15.10
01263 - Personnel Assistant (Employment) III	17.02
01264 - Personnel Assistant (Employment) IV	19.60
01270 - Production Control Clerk	18.89
01290 - Rental Clerk	15.42
01300 - Scheduler, Maintenance	15.26
01311 - Secretary I	16.11
01312 - Secretary II	17.31
01313 - Secretary III	19.30
01314 - Secretary IV	21.45
01315 - Secretary V	23.75
01320 - Service Order Dispatcher	15.82
01341 - Stenographer I	15.15
01342 - Stenographer II	16.47
01400 - Supply Technician	21.45
01420 - Survey Worker (Interviewer)	16.43
01460 - Switchboard Operator-Receptionist	12.06
01510 - Test Examiner	17.31
01520 - Test Proctor	17.31
01531 - Travel Clerk I	11.63

01532 - Travel Clerk II	12.49
01533 - Travel Clerk III	13.41
01611 - Word Processor I	12.75
01612 - Word Processor II	15.10
01613 - Word Processor III	17.02
<b>03000 - Automatic Data Processing Occupations</b>	
03010 - Computer Data Librarian	15.10
03041 - Computer Operator I	15.10
03042 - Computer Operator II	17.02
03043 - Computer Operator III	18.89
03044 - Computer Operator IV	21.09
03045 - Computer Operator V	23.35
03071 - Computer Programmer I (1)	19.64
03072 - Computer Programmer II (1)	23.33
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.10
<b>05000 - Automotive Service Occupations</b>	
05005 - Automotive Body Repairer, Fiberglass	22.73
05010 - Automotive Glass Installer	17.88
05040 - Automotive Worker	17.88
05070 - Electrician, Automotive	18.95
05100 - Mobile Equipment Servicer	15.69
05130 - Motor Equipment Metal Mechanic	19.98
05160 - Motor Equipment Metal Worker	17.88
05190 - Motor Vehicle Mechanic	20.07
05220 - Motor Vehicle Mechanic Helper	16.81
05250 - Motor Vehicle Upholstery Worker	17.88
05280 - Motor Vehicle Wrecker	17.88
05310 - Painter, Automotive	18.95
05340 - Radiator Repair Specialist	17.88
05370 - Tire Repairer	14.43
05400 - Transmission Repair Specialist	19.98
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	9.91
07010 - Baker	12.25
07041 - Cook I	11.53
07042 - Cook II	12.79
07070 - Dishwasher	9.76
07130 - Meat Cutter	16.07
07250 - Waiter/Waitress	8.59
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.55
09070 - Furniture Refinisher	18.05
09100 - Furniture Refinisher Helper	13.85
09110 - Furniture Repairer, Minor	16.01
09130 - Upholsterer	18.05
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	9.67
11060 - Elevator Operator	9.79
11090 - Gardener	14.27
11121 - House Keeping Aid I	9.97
11122 - House Keeping Aid II	10.77
11150 - Janitor	10.12
11210 - Laborer, Grounds Maintenance	11.65
11240 - Maid or Houseman	9.97
11270 - Pest Controller	12.49
11300 - Refuse Collector	11.69
11330 - Tractor Operator	14.00

11360 - Window Cleaner	10.51
<b>12000 - Health Occupations</b>	
12020 - Dental Assistant	16.90
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.83
12071 - Licensed Practical Nurse I	15.86
12072 - Licensed Practical Nurse II	17.79
12073 - Licensed Practical Nurse III	19.92
12100 - Medical Assistant	12.94
12130 - Medical Laboratory Technician	16.32
12160 - Medical Record Clerk	14.96
12190 - Medical Record Technician	16.47
12221 - Nursing Assistant I	9.32
12222 - Nursing Assistant II	10.48
12223 - Nursing Assistant III	11.94
12224 - Nursing Assistant IV	13.40
12250 - Pharmacy Technician	13.02
12280 - Phlebotomist	13.40
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	29.47
12313 - Registered Nurse II, Specialist	29.47
12314 - Registered Nurse III	35.65
12315 - Registered Nurse III, Anesthetist	35.65
12316 - Registered Nurse IV	42.73
<b>13000 - Information and Arts Occupations</b>	
13002 - Audiovisual Librarian	20.85
13011 - Exhibits Specialist I	17.98
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	28.07
13041 - Illustrator I	18.73
13042 - Illustrator II	23.42
13043 - Illustrator III	28.82
13047 - Librarian	24.54
13050 - Library Technician	17.18
13071 - Photographer I	14.67
13072 - Photographer II	17.18
13073 - Photographer III	21.52
13074 - Photographer IV	26.05
13075 - Photographer V	29.15
<b>15000 - Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010 - Assembler	8.71
15030 - Counter Attendant	8.71
15040 - Dry Cleaner	10.94
15070 - Finisher, Flatwork, Machine	8.71
15090 - Presser, Hand	8.71
15100 - Presser, Machine, Drycleaning	8.71
15130 - Presser, Machine, Shirts	8.71
15160 - Presser, Machine, Wearing Apparel, Laundry	8.71
15190 - Sewing Machine Operator	11.73
15220 - Tailor	12.43
15250 - Washer, Machine	9.31
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Toolroom)	18.95
19040 - Tool and Die Maker	23.05
<b>21000 - Material Handling and Packing Occupations</b>	
21010 - Fuel Distribution System Operator	19.38
21020 - Material Coordinator	19.05
21030 - Material Expediter	19.05
21040 - Material Handling Laborer	11.50
21050 - Order Filler	13.21
21071 - Forklift Operator	16.04
21080 - Production Line Worker (Food Processing)	15.93
21100 - Shipping/Receiving Clerk	13.15
21130 - Shipping Packer	13.15



21140 - Store Worker I	9.06
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.05
21210 - Tools and Parts Attendant	16.99
21400 - Warehouse Specialist	16.04
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	22.24
23040 - Aircraft Mechanic Helper	14.71
23050 - Aircraft Quality Control Inspector	23.43
23060 - Aircraft Servicer	17.82
23070 - Aircraft Worker	18.09
23100 - Appliance Mechanic	18.95
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	24.68
23130 - Carpenter, Maintenance	18.95
23140 - Carpet Layer	17.80
23160 - Electrician, Maintenance	22.59
23181 - Electronics Technician, Maintenance I	19.42
23182 - Electronics Technician, Maintenance II	21.92
23183 - Electronics Technician, Maintenance III	23.87
23260 - Fabric Worker	16.61
23290 - Fire Alarm System Mechanic	19.98
23310 - Fire Extinguisher Repairer	15.69
23340 - Fuel Distribution System Mechanic	21.05
23370 - General Maintenance Worker	17.28
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.87
23430 - Heavy Equipment Mechanic	19.98
23440 - Heavy Equipment Operator	20.76
23460 - Instrument Mechanic	19.98
23470 - Laborer	14.27
23500 - Locksmith	18.95
23530 - Machinery Maintenance Mechanic	20.51
23550 - Machinist, Maintenance	21.52
23580 - Maintenance Trades Helper	14.54
23640 - Millwright	21.85
23700 - Office Appliance Repairer	18.95
23740 - Painter, Aircraft	21.29
23760 - Painter, Maintenance	18.95
23790 - Pipefitter, Maintenance	22.76
23800 - Plumber, Maintenance	20.99
23820 - Pneudraulic Systems Mechanic	19.98
23850 - Rigger	19.98
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	19.98
23910 - Small Engine Mechanic	20.05
23930 - Telecommunication Mechanic I	22.21
23931 - Telecommunication Mechanic II	23.41
23950 - Telephone Lineman	22.21
23960 - Welder, Combination, Maintenance	19.98
23965 - Well Driller	19.98
23970 - Woodcraft Worker	19.98
23980 - Woodworker	15.32
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	11.58
24580 - Child Care Center Clerk	16.15
24600 - Chore Aid	9.29
24630 - Homemaker	16.75
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	22.57
25040 - Sewage Plant Operator	19.52
25070 - Stationary Engineer	22.57
25190 - Ventilation Equipment Tender	15.24
25210 - Water Treatment Plant Operator	19.72

<b>27000 - Protective Service Occupations</b>	
(not set) - Police Officer	23.19
27004 - Alarm Monitor	16.79
27006 - Corrections Officer	18.10
27010 - Court Security Officer	20.72
27040 - Detention Officer	18.29
27070 - Firefighter	20.97
27101 - Guard I	11.51
27102 - Guard II	15.16
<b>28000 - Stevedoring/Longshoremen Occupations</b>	
28010 - Blocker and Bracer	19.89
28020 - Hatch Tender	19.89
28030 - Line Handler	19.89
28040 - Stevedore I	18.71
28050 - Stevedore II	21.11
<b>29000 - Technical Occupations</b>	
21150 - Graphic Artist	22.81
29010 - Air Traffic Control Specialist, Center (2)	32.70
29011 - Air Traffic Control Specialist, Station (2)	22.54
29012 - Air Traffic Control Specialist, Terminal (2)	24.82
29023 - Archeological Technician I	15.78
29024 - Archeological Technician II	17.58
29025 - Archeological Technician III	21.94
29030 - Cartographic Technician	23.33
29035 - Computer Based Training (CBT) Specialist/ Instructor	31.26
29040 - Civil Engineering Technician	22.19
29061 - Drafter I	14.31
29062 - Drafter II	16.57
29063 - Drafter III	18.53
29064 - Drafter IV	23.33
29081 - Engineering Technician I	17.67
29082 - Engineering Technician II	19.84
29083 - Engineering Technician III	22.54
29084 - Engineering Technician IV	27.49
29085 - Engineering Technician V	33.62
29086 - Engineering Technician VI	40.67
29090 - Environmental Technician	21.22
29100 - Flight Simulator/Instructor (Pilot)	36.95
29160 - Instructor	26.54
29210 - Laboratory Technician	18.56
29240 - Mathematical Technician	23.70
29361 - Paralegal/Legal Assistant I	20.03
29362 - Paralegal/Legal Assistant II	24.82
29363 - Paralegal/Legal Assistant III	30.35
29364 - Paralegal/Legal Assistant IV	36.73
29390 - Photooptics Technician	23.33
29480 - Technical Writer	28.55
29491 - Unexploded Ordnance (UXO) Technician I	20.78
29492 - Unexploded Ordnance (UXO) Technician II	25.14
29493 - Unexploded Ordnance (UXO) Technician III	30.13
29494 - Unexploded (UXO) Safety Escort	20.78
29495 - Unexploded (UXO) Sweep Personnel	20.78
29620 - Weather Observer, Senior (3)	21.32
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.30
29622 - Weather Observer, Upper Air (3)	18.30
<b>31000 - Transportation/ Mobile Equipment Operation Occupations</b>	
31030 - Bus Driver	15.95
31260 - Parking and Lot Attendant	8.62
31290 - Shuttle Bus Driver	13.45
31300 - Taxi Driver	12.71
31361 - Truckdriver, Light Truck	13.89
31362 - Truckdriver, Medium Truck	17.09
31363 - Truckdriver, Heavy Truck	18.40

31364 - Truckdriver, Tractor-Trailer	18.40
<b>99000 - Miscellaneous Occupations</b>	
99020 - Animal Caretaker	10.47
99030 - Cashier	9.82
99041 - Carnival Equipment Operator	12.35
99042 - Carnival Equipment Repairer	13.30
99043 - Carnival Worker	8.31
99050 - Desk Clerk	9.78
99095 - Embalmer	19.79
99300 - Lifeguard	10.92
99310 - Mortician	24.77
99350 - Park Attendant (Aide)	13.71
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.12
99500 - Recreation Specialist	16.99
99510 - Recycling Worker	15.47
99610 - Sales Clerk	11.08
99620 - School Crossing Guard (Crosswalk Attendant)	11.37
99630 - Sport Official	11.24
99658 - Survey Party Chief (Chief of Party)	18.39
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.48
99660 - Surveying Aide	11.43
99690 - Swimming Pool Operator	13.93
99720 - Vending Machine Attendant	10.73
99730 - Vending Machine Repairer	13.93
99740 - Vending Machine Repairer Helper	11.34

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

*****		*****	
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210	
William W.Gross                      Division of Director                      Wage Determinations		Wage Determination No.: 1994-2118 Revision No.: 25 Date Of Revision: 05/23/2005	
State: Florida			

Area: Florida Counties of **Brevard**, Indian River

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
<b>01000 - Administrative Support and Clerical Occupations</b>	
01011 - Accounting Clerk I	10.76
01012 - Accounting Clerk II	12.36
01013 - Accounting Clerk III	14.60
01014 - Accounting Clerk IV	18.43
01030 - Court Reporter	14.85
01050 - Dispatcher, Motor Vehicle	13.94
01060 - Document Preparation Clerk	10.79
01070 - Messenger (Courier)	10.19
01090 - Duplicating Machine Operator	10.79
01110 - Film/Tape Librarian	11.91
01115 - General Clerk I	9.96
01116 - General Clerk II	11.21
01117 - General Clerk III	12.04
01118 - General Clerk IV	12.51
01120 - Housing Referral Assistant	16.05
01131 - Key Entry Operator I	10.45
01132 - Key Entry Operator II	11.90
01191 - Order Clerk I	10.50
01192 - Order Clerk II	12.36
01261 - Personnel Assistant (Employment) I	11.31
01262 - Personnel Assistant (Employment) II	12.81
01263 - Personnel Assistant (Employment) III	14.17
01264 - Personnel Assistant (Employment) IV	16.13
01270 - Production Control Clerk	15.83
01290 - Rental Clerk	11.89
01300 - Scheduler, Maintenance	13.50
01311 - Secretary I	13.50
01312 - Secretary II	14.85
01313 - Secretary III	16.05
01314 - Secretary IV	18.25
01315 - Secretary V	20.09
01320 - Service Order Dispatcher	12.67
01341 - Stenographer I	12.59
01342 - Stenographer II	13.50
01400 - Supply Technician	18.25
01420 - Survey Worker (Interviewer)	13.94
01460 - Switchboard Operator-Receptionist	9.20
01510 - Test Examiner	14.85
01520 - Test Proctor	14.85
01531 - Travel Clerk I	9.58
01532 - Travel Clerk II	10.37
01533 - Travel Clerk III	11.09
01611 - Word Processor I	11.10

01612 - Word Processor II	11.96
01613 - Word Processor III	14.34
<b>03000 - Automatic Data Processing Occupations</b>	
03010 - Computer Data Librarian	14.31
03041 - Computer Operator I	14.31
03042 - Computer Operator II	15.57
03043 - Computer Operator III	17.46
03044 - Computer Operator IV	19.16
03045 - Computer Operator V	21.38
03071 - Computer Programmer I (1)	18.98
03072 - Computer Programmer II (1)	23.42
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	26.40
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.31
<b>05000 - Automotive Service Occupations</b>	
05005 - Automotive Body Repairer, Fiberglass	16.63
05010 - Automotive Glass Installer	15.00
05040 - Automotive Worker	15.00
05070 - Electrician, Automotive	15.86
05100 - Mobile Equipment Servicer	13.54
05130 - Motor Equipment Metal Mechanic	16.49
05160 - Motor Equipment Metal Worker	15.00
05190 - Motor Vehicle Mechanic	16.49
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.48
05280 - Motor Vehicle Wrecker	15.00
05310 - Painter, Automotive	15.76
05340 - Radiator Repair Specialist	15.00
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	16.49
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	8.58
07010 - Baker	11.11
07041 - Cook I	10.11
07042 - Cook II	11.11
07070 - Dishwasher	7.82
07130 - Meat Cutter	12.24
07250 - Waiter/Waitress	8.47
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	17.08
09040 - Furniture Handler	12.39
09070 - Furniture Refinisher	15.76
09100 - Furniture Refinisher Helper	12.74
09110 - Furniture Repairer, Minor	14.28
09130 - Upholsterer	15.76
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	8.28
11060 - Elevator Operator	8.99
11090 - Gardener	10.67
11121 - House Keeping Aid I	7.82
11122 - House Keeping Aid II	9.74
11150 - Janitor	9.20
11210 - Laborer, Grounds Maintenance	8.94
11240 - Maid or Houseman	7.63
11270 - Pest Controller	12.25
11300 - Refuse Collector	9.20
11330 - Tractor Operator	10.42
11360 - Window Cleaner	9.97



<b>12000 - Health Occupations</b>	
12020 - Dental Assistant	13.81
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.90
12071 - Licensed Practical Nurse I	13.83
12072 - Licensed Practical Nurse II	15.52
12073 - Licensed Practical Nurse III	17.38
12100 - Medical Assistant	10.73
12130 - Medical Laboratory Technician	14.28
12160 - Medical Record Clerk	12.34
12190 - Medical Record Technician	14.22
12221 - Nursing Assistant I	9.60
12222 - Nursing Assistant II	10.79
12223 - Nursing Assistant III	11.77
12224 - Nursing Assistant IV	13.22
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	13.22
12311 - Registered Nurse I	18.60
12312 - Registered Nurse II	22.75
12313 - Registered Nurse II, Specialist	22.75
12314 - Registered Nurse III	27.54
12315 - Registered Nurse III, Anesthetist	27.54
12316 - Registered Nurse IV	33.00
<b>13000 - Information and Arts Occupations</b>	
13002 - Audiovisual Librarian	19.38
13011 - Exhibits Specialist I	16.28
13012 - Exhibits Specialist II	19.38
13013 - Exhibits Specialist III	21.19
13041 - Illustrator I	16.29
13042 - Illustrator II	19.38
13043 - Illustrator III	21.19
13047 - Librarian	20.37
13050 - Library Technician	12.44
13071 - Photographer I	12.83
13072 - Photographer II	15.52
13073 - Photographer III	18.48
13074 - Photographer IV	20.21
13075 - Photographer V	22.34
<b>15000 - Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010 - Assembler	7.18
15030 - Counter Attendant	7.18
15040 - Dry Cleaner	8.92
15070 - Finisher, Flatwork, Machine	7.18
15090 - Presser, Hand	7.18
15100 - Presser, Machine, Drycleaning	7.18
15130 - Presser, Machine, Shirts	7.18
15160 - Presser, Machine, Wearing Apparel, Laundry	7.18
15190 - Sewing Machine Operator	9.50
15220 - Tailor	10.08
15250 - Washer, Machine	7.75
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Toolroom)	16.35
19040 - Tool and Die Maker	19.43
<b>21000 - Material Handling and Packing Occupations</b>	
21010 - Fuel Distribution System Operator	15.32
21020 - Material Coordinator	16.43
21030 - Material Expediter	16.43
21040 - Material Handling Laborer	9.03
21050 - Order Filler	11.67
21071 - Forklift Operator	12.05
21080 - Production Line Worker (Food Processing)	12.68
21100 - Shipping/Receiving Clerk	11.93
21130 - Shipping Packer	11.93
21140 - Store Worker I	10.44

21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.89
21210 - Tools and Parts Attendant	14.66
21400 - Warehouse Specialist	14.58
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	22.04
23040 - Aircraft Mechanic Helper	15.49
23050 - Aircraft Quality Control Inspector	21.58
23060 - Aircraft Servicer	17.36
23070 - Aircraft Worker	18.23
23100 - Appliance Mechanic	15.76
23120 - Bicycle Repairer	13.08
23125 - Cable Splicer	19.95
23130 - Carpenter, Maintenance	15.76
23140 - Carpet Layer	15.19
23160 - Electrician, Maintenance	18.94
23181 - Electronics Technician, Maintenance I	18.69
23182 - Electronics Technician, Maintenance II	22.66
23183 - Electronics Technician, Maintenance III	25.45
23260 - Fabric Worker	14.55
23290 - Fire Alarm System Mechanic	17.44
23310 - Fire Extinguisher Repairer	13.84
23340 - Fuel Distribution System Mechanic	17.44
23370 - General Maintenance Worker	16.50
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.49
23430 - Heavy Equipment Mechanic	16.68
23440 - Heavy Equipment Operator	16.89
23460 - Instrument Mechanic	16.89
23470 - Laborer	11.04
23500 - Locksmith	15.76
23530 - Machinery Maintenance Mechanic	19.95
23550 - Machinist, Maintenance	17.68
23580 - Maintenance Trades Helper	12.74
23640 - Millwright	20.21
23700 - Office Appliance Repairer	16.48
23740 - Painter, Aircraft	17.40
23760 - Painter, Maintenance	15.76
23790 - Pipefitter, Maintenance	16.49
23800 - Plumber, Maintenance	15.76
23820 - Pneudraulic Systems Mechanic	17.44
23850 - Rigger	17.44
23870 - Scale Mechanic	15.52
23890 - Sheet-Metal Worker, Maintenance	17.64
23910 - Small Engine Mechanic	15.00
23930 - Telecommunication Mechanic I	18.14
23931 - Telecommunication Mechanic II	18.96
23950 - Telephone Lineman	18.14
23960 - Welder, Combination, Maintenance	16.49
23965 - Well Driller	17.44
23970 - Woodcraft Worker	17.44
23980 - Woodworker	13.54
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	7.34
24580 - Child Care Center Clerk	10.51
24600 - Chore Aid	9.57
24630 - Homemaker	12.86
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	17.44
25040 - Sewage Plant Operator	16.46
25070 - Stationary Engineer	17.44
25190 - Ventilation Equipment Tender	12.74
25210 - Water Treatment Plant Operator	16.46

**27000 - Protective Service Occupations**

(not set) - Police Officer	17.40
27004 - Alarm Monitor	13.13
27006 - Corrections Officer	15.66
27010 - Court Security Officer	15.47
27040 - Detention Officer	15.66
27070 - Firefighter	15.45
27101 - Guard I	9.79
27102 - Guard II	14.23

**28000 - Stevedoring/Longshoremen Occupations**

28010 - Blocker and Bracer	16.92
28020 - Hatch Tender	16.52
28030 - Line Handler	16.52
28040 - Stevedore I	16.17
28050 - Stevedore II	17.91

**29000 - Technical Occupations**

21150 - Graphic Artist	20.23
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	13.24
29024 - Archeological Technician II	15.04
29025 - Archeological Technician III	18.39
29030 - Cartographic Technician	19.71
29035 - Computer Based Training (CBT) Specialist/ Instructor	26.40
29040 - Civil Engineering Technician	18.33
29061 - Drafter I	10.64
29062 - Drafter II	13.68
29063 - Drafter III	16.55
29064 - Drafter IV	19.71
29081 - Engineering Technician I	10.88
29082 - Engineering Technician II	14.46
29083 - Engineering Technician III	17.50
29084 - Engineering Technician IV	20.83
29085 - Engineering Technician V	22.78
29086 - Engineering Technician VI	25.18
29090 - Environmental Technician	18.78
29100 - Flight Simulator/Instructor (Pilot)	28.93
29160 - Instructor	21.12
29210 - Laboratory Technician	19.10
29240 - Mathematical Technician	19.22
29361 - Paralegal/Legal Assistant I	13.51
29362 - Paralegal/Legal Assistant II	18.27
29363 - Paralegal/Legal Assistant III	22.34
29364 - Paralegal/Legal Assistant IV	27.05
29390 - Photooptics Technician	19.71
29480 - Technical Writer	22.01
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	18.27
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.45
29622 - Weather Observer, Upper Air (3)	16.45

**31000 - Transportation/ Mobile Equipment Operation Occupations**

31030 - Bus Driver	15.56
31260 - Parking and Lot Attendant	9.94
31290 - Shuttle Bus Driver	13.42
31300 - Taxi Driver	10.94
31361 - Truckdriver, Light Truck	13.42
31362 - Truckdriver, Medium Truck	14.16
31363 - Truckdriver, Heavy Truck	14.89

31364 - Truckdriver, Tractor-Trailer	14.89
<b>99000 - Miscellaneous Occupations</b>	
99020 - Animal Caretaker	9.00
99030 - Cashier	7.96
99041 - Carnival Equipment Operator	11.35
99042 - Carnival Equipment Repairer	11.62
99043 - Carnival Worker	7.82
99050 - Desk Clerk	7.87
99095 - Embalmer	20.02
99300 - Lifeguard	10.52
99310 - Mortician	22.59
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.83
99500 - Recreation Specialist	15.53
99510 - Recycling Worker	12.47
99610 - Sales Clerk	10.02
99620 - School Crossing Guard (Crosswalk Attendant)	9.43
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	14.45
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.14
99660 - Surveying Aide	9.58
99690 - Swimming Pool Operator	12.22
99720 - Vending Machine Attendant	12.03
99730 - Vending Machine Repairer	14.05
99740 - Vending Machine Repairer Helper	12.03

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

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**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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\*\*\*\*\*

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross                      Division of  
Director                      Wage Determinations

Wage Determination No.: **1994-2234**  
Revision No.: **19**  
Date Of Revision: **05/23/2005**

State: **Louisiana**

Area: Louisiana Parishes of Jefferson, Lafourche, **Orleans**, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	8.99
01012 - Accounting Clerk II	10.12
01013 - Accounting Clerk III	11.90
01014 - Accounting Clerk IV	14.38
01030 - Court Reporter	16.26
01050 - Dispatcher, Motor Vehicle	14.82
01060 - Document Preparation Clerk	11.90
01070 - Messenger (Courier)	10.01
01090 - Duplicating Machine Operator	11.90
01110 - Film/Tape Librarian	12.02
01115 - General Clerk I	6.62
01116 - General Clerk II	9.06
01117 - General Clerk III	9.89
01118 - General Clerk IV	11.84
01120 - Housing Referral Assistant	16.65
01131 - Key Entry Operator I	10.18
01132 - Key Entry Operator II	11.83
01191 - Order Clerk I	10.59
01192 - Order Clerk II	12.60
01261 - Personnel Assistant (Employment) I	9.28
01262 - Personnel Assistant (Employment) II	11.12
01263 - Personnel Assistant (Employment) III	14.41
01264 - Personnel Assistant (Employment) IV	15.75
01270 - Production Control Clerk	16.80
01290 - Rental Clerk	12.40
01300 - Scheduler, Maintenance	12.40
01311 - Secretary I	13.36
01312 - Secretary II	14.84
01313 - Secretary III	16.65
01314 - Secretary IV	19.66
01315 - Secretary V	22.88
01320 - Service Order Dispatcher	13.10
01341 - Stenographer I	13.43
01342 - Stenographer II	14.98
01400 - Supply Technician	19.66
01420 - Survey Worker (Interviewer)	11.88
01460 - Switchboard Operator-Receptionist	8.99
01510 - Test Examiner	14.84
01520 - Test Proctor	14.84
01531 - Travel Clerk I	10.75
01532 - Travel Clerk II	11.37
01533 - Travel Clerk III	12.00



01611 - Word Processor I	10.92
01612 - Word Processor II	12.95
01613 - Word Processor III	14.73
<b>03000 - Automatic Data Processing Occupations</b>	
03010 - Computer Data Librarian	11.44
03041 - Computer Operator I	11.44
03042 - Computer Operator II	12.87
03043 - Computer Operator III	14.85
03044 - Computer Operator IV	16.48
03045 - Computer Operator V	18.28
03071 - Computer Programmer I (1)	18.77
03072 - Computer Programmer II (1)	21.62
03073 - Computer Programmer III (1)	26.77
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	23.18
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.49
<b>05000 - Automotive Service Occupations</b>	
05005 - Automotive Body Repairer, Fiberglass	17.07
05010 - Automotive Glass Installer	14.71
05040 - Automotive Worker	14.71
05070 - Electrician, Automotive	15.73
05100 - Mobile Equipment Servicer	12.65
05130 - Motor Equipment Metal Mechanic	16.63
05160 - Motor Equipment Metal Worker	14.71
05190 - Motor Vehicle Mechanic	16.63
05220 - Motor Vehicle Mechanic Helper	11.63
05250 - Motor Vehicle Upholstery Worker	13.69
05280 - Motor Vehicle Wrecker	14.71
05310 - Painter, Automotive	15.73
05340 - Radiator Repair Specialist	14.71
05370 - Tire Repairer	11.51
05400 - Transmission Repair Specialist	16.63
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	6.86
07010 - Baker	9.73
07041 - Cook I	8.17
07042 - Cook II	9.50
07070 - Dishwasher	6.86
07130 - Meat Cutter	10.81
07250 - Waiter/Waitress	6.70
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	14.81
09040 - Furniture Handler	10.80
09070 - Furniture Refinisher	14.81
09100 - Furniture Refinisher Helper	10.95
09110 - Furniture Repairer, Minor	12.89
09130 - Upholsterer	14.81
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	7.96
11060 - Elevator Operator	7.62
11090 - Gardener	10.49
11121 - House Keeping Aid I	6.86
11122 - House Keeping Aid II	7.62
11150 - Janitor	8.10
11210 - Laborer, Grounds Maintenance	8.73
11240 - Maid or Houseman	6.86
11270 - Pest Controller	11.08
11300 - Refuse Collector	9.56
11330 - Tractor Operator	10.11
11360 - Window Cleaner	9.08

**12000 - Health Occupations**

12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.16
12071 - Licensed Practical Nurse I	12.27
12072 - Licensed Practical Nurse II	14.29
12073 - Licensed Practical Nurse III	15.58
12100 - Medical Assistant	10.07
12130 - Medical Laboratory Technician	14.43
12160 - Medical Record Clerk	13.28
12190 - Medical Record Technician	16.38
12221 - Nursing Assistant I	7.90
12222 - Nursing Assistant II	8.89
12223 - Nursing Assistant III	9.69
12224 - Nursing Assistant IV	10.87
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	10.87
12311 - Registered Nurse I	20.30
12312 - Registered Nurse II	26.31
12313 - Registered Nurse II, Specialist	28.08
12314 - Registered Nurse III	33.86
12315 - Registered Nurse III, Anesthetist	33.86
12316 - Registered Nurse IV	40.57

**13000 - Information and Arts Occupations**

13002 - Audiovisual Librarian	17.34
13011 - Exhibits Specialist I	16.73
13012 - Exhibits Specialist II	20.55
13013 - Exhibits Specialist III	25.07
13041 - Illustrator I	16.73
13042 - Illustrator II	20.55
13043 - Illustrator III	25.07
13047 - Librarian	19.20
13050 - Library Technician	13.07
13071 - Photographer I	13.59
13072 - Photographer II	16.73
13073 - Photographer III	20.55
13074 - Photographer IV	25.07
13075 - Photographer V	30.40

**15000 - Laundry, Dry Cleaning, Pressing and Related Occupations**

15010 - Assembler	7.41
15030 - Counter Attendant	7.41
15040 - Dry Cleaner	9.47
15070 - Finisher, Flatwork, Machine	7.41
15090 - Presser, Hand	7.41
15100 - Presser, Machine, Drycleaning	7.41
15130 - Presser, Machine, Shirts	7.41
15160 - Presser, Machine, Wearing Apparel, Laundry	7.41
15190 - Sewing Machine Operator	10.16
15220 - Tailor	10.84
15250 - Washer, Machine	8.10

**19000 - Machine Tool Operation and Repair Occupations**

19010 - Machine-Tool Operator (Toolroom)	15.10
19040 - Tool and Die Maker	18.42

**21000 - Material Handling and Packing Occupations**

21010 - Fuel Distribution System Operator	15.07
21020 - Material Coordinator	16.80
21030 - Material Expediter	16.80
21040 - Material Handling Laborer	14.29
21050 - Order Filler	10.32
21071 - Forklift Operator	13.56
21080 - Production Line Worker (Food Processing)	13.10
21100 - Shipping/Receiving Clerk	11.87
21130 - Shipping Packer	11.87
21140 - Store Worker I	8.63

21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.69
21210 - Tools and Parts Attendant	13.56
21400 - Warehouse Specialist	13.56
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	22.35
23040 - Aircraft Mechanic Helper	15.63
23050 - Aircraft Quality Control Inspector	23.50
23060 - Aircraft Servicer	18.39
23070 - Aircraft Worker	19.78
23100 - Appliance Mechanic	15.53
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	19.21
23130 - Carpenter, Maintenance	15.77
23140 - Carpet Layer	14.66
23160 - Electrician, Maintenance	18.62
23181 - Electronics Technician, Maintenance I	19.07
23182 - Electronics Technician, Maintenance II	20.08
23183 - Electronics Technician, Maintenance III	21.26
23260 - Fabric Worker	13.57
23290 - Fire Alarm System Mechanic	16.88
23310 - Fire Extinguisher Repairer	12.46
23340 - Fuel Distribution System Mechanic	18.95
23370 - General Maintenance Worker	14.42
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.01
23430 - Heavy Equipment Mechanic	17.49
23440 - Heavy Equipment Operator	16.88
23460 - Instrument Mechanic	18.82
23470 - Laborer	9.68
23500 - Locksmith	15.77
23530 - Machinery Maintenance Mechanic	20.93
23550 - Machinist, Maintenance	18.64
23580 - Maintenance Trades Helper	10.95
23640 - Millwright	20.01
23700 - Office Appliance Repairer	15.77
23740 - Painter, Aircraft	15.77
23760 - Painter, Maintenance	16.92
23790 - Pipefitter, Maintenance	17.89
23800 - Plumber, Maintenance	16.92
23820 - Pneudraulic Systems Mechanic	16.88
23850 - Rigger	16.88
23870 - Scale Mechanic	14.66
23890 - Sheet-Metal Worker, Maintenance	16.88
23910 - Small Engine Mechanic	15.93
23930 - Telecommunication Mechanic I	20.06
23931 - Telecommunication Mechanic II	21.10
23950 - Telephone Lineman	20.06
23960 - Welder, Combination, Maintenance	16.88
23965 - Well Driller	16.88
23970 - Woodcraft Worker	16.88
23980 - Woodworker	11.91
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	11.57
24600 - Chore Aid	6.83
24630 - Homemaker	14.78
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	17.40
25040 - Sewage Plant Operator	14.81
25070 - Stationary Engineer	17.40
25190 - Ventilation Equipment Tender	11.70
25210 - Water Treatment Plant Operator	14.81

**27000 - Protective Service Occupations**

(not set) - Police Officer	14.96
27004 - Alarm Monitor	10.52
27006 - Corrections Officer	10.87
27010 - Court Security Officer	12.33
27040 - Detention Officer	10.87
27070 - Firefighter	12.98
27101 - Guard I	8.15
27102 - Guard II	11.70

**28000 - Stevedoring/Longshoremen Occupations**

28010 - Blocker and Bracer	16.85
28020 - Hatch Tender	18.07
28030 - Line Handler	18.07
28040 - Stevedore I	14.62
28050 - Stevedore II	16.79

**29000 - Technical Occupations**

21150 - Graphic Artist	19.58
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	14.70
29024 - Archeological Technician II	16.43
29025 - Archeological Technician III	20.35
29030 - Cartographic Technician	23.42
29035 - Computer Based Training (CBT) Specialist/ Instructor	23.18
29040 - Civil Engineering Technician	21.48
29061 - Drafter I	14.84
29062 - Drafter II	17.03
29063 - Drafter III	19.46
29064 - Drafter IV	23.42
29081 - Engineering Technician I	15.87
29082 - Engineering Technician II	17.53
29083 - Engineering Technician III	19.69
29084 - Engineering Technician IV	23.86
29085 - Engineering Technician V	29.19
29086 - Engineering Technician VI	32.57
29090 - Environmental Technician	22.92
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	18.86
29210 - Laboratory Technician	19.83
29240 - Mathematical Technician	23.14
29361 - Paralegal/Legal Assistant I	15.50
29362 - Paralegal/Legal Assistant II	20.47
29363 - Paralegal/Legal Assistant III	25.05
29364 - Paralegal/Legal Assistant IV	30.33
29390 - Photooptics Technician	24.56
29480 - Technical Writer	23.99
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	16.36
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.72
29622 - Weather Observer, Upper Air (3)	14.72

**31000 - Transportation/ Mobile Equipment Operation Occupations**

31030 - Bus Driver	13.65
31260 - Parking and Lot Attendant	7.29
31290 - Shuttle Bus Driver	12.43
31300 - Taxi Driver	8.57
31361 - Truckdriver, Light Truck	12.54
31362 - Truckdriver, Medium Truck	14.51
31363 - Truckdriver, Heavy Truck	15.01

31364 - Truckdriver, Tractor-Trailer	15.01
<b>99000 - Miscellaneous Occupations</b>	
99020 - Animal Caretaker	8.02
99030 - Cashier	7.18
99041 - Carnival Equipment Operator	9.86
99042 - Carnival Equipment Repairer	10.73
99043 - Carnival Worker	7.24
99050 - Desk Clerk	8.82
99095 - Embalmer	19.16
99300 - Lifeguard	10.52
99310 - Mortician	22.06
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.52
99500 - Recreation Specialist	12.20
99510 - Recycling Worker	13.02
99610 - Sales Clerk	10.01
99620 - School Crossing Guard (Crosswalk Attendant)	8.06
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	17.37
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.78
99660 - Surveying Aide	12.84
99690 - Swimming Pool Operator	12.17
99720 - Vending Machine Attendant	11.07
99730 - Vending Machine Repairer	13.99
99740 - Vending Machine Repairer Helper	11.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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 THE SERVICE CONTRACT ACT  
 By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
 EMPLOYMENT STANDARDS ADMINISTRATION  
 WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

William W.Gross                      Division of  
 Director                              Wage Determinations

Wage Determination No.: **1994-2248**  
 Revision No.: **24**  
 Date Of Revision: **05/23/2005**

State: **Maryland**

Area: Maryland Counties of **Anne Arundel**, Baltimore, Baltimore City, Carroll,  
 Harford, **Howard**

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	12.16
01012 - Accounting Clerk II	12.86
01013 - Accounting Clerk III	14.89
01014 - Accounting Clerk IV	16.65
01030 - Court Reporter	17.02
01050 - Dispatcher, Motor Vehicle	16.50
01060 - Document Preparation Clerk	12.62
01070 - Messenger (Courier)	9.80
01090 - Duplicating Machine Operator	12.62
01110 - Film/Tape Librarian	14.15
01115 - General Clerk I	10.99
01116 - General Clerk II	12.83
01117 - General Clerk III	14.07
01118 - General Clerk IV	16.03
01120 - Housing Referral Assistant	19.30
01131 - Key Entry Operator I	12.67
01132 - Key Entry Operator II	13.82
01191 - Order Clerk I	13.92
01192 - Order Clerk II	15.95
01261 - Personnel Assistant (Employment) I	13.16
01262 - Personnel Assistant (Employment) II	15.10
01263 - Personnel Assistant (Employment) III	17.05
01264 - Personnel Assistant (Employment) IV	18.97
01270 - Production Control Clerk	18.89
01290 - Rental Clerk	15.10
01300 - Scheduler, Maintenance	15.26
01311 - Secretary I	16.11
01312 - Secretary II	17.31
01313 - Secretary III	19.30
01314 - Secretary IV	21.45
01315 - Secretary V	23.75
01320 - Service Order Dispatcher	14.76
01341 - Stenographer I	15.16
01342 - Stenographer II	16.46
01400 - Supply Technician	21.45
01420 - Survey Worker (Interviewer)	16.43
01460 - Switchboard Operator-Receptionist	11.72
01510 - Test Examiner	17.31
01520 - Test Proctor	17.31
01531 - Travel Clerk I	10.69
01532 - Travel Clerk II	11.65
01533 - Travel Clerk III	12.69

01611 - Word Processor I	12.75
01612 - Word Processor II	15.10
01613 - Word Processor III	17.02
<b>03000 - Automatic Data Processing Occupations</b>	
03010 - Computer Data Librarian	15.10
03041 - Computer Operator I	15.10
03042 - Computer Operator II	17.02
03043 - Computer Operator III	18.98
03044 - Computer Operator IV	21.09
03045 - Computer Operator V	23.35
03071 - Computer Programmer I (1)	18.15
03072 - Computer Programmer II (1)	23.33
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.10
<b>05000 - Automotive Service Occupations</b>	
05005 - Automotive Body Repairer, Fiberglass	18.32
05010 - Automotive Glass Installer	15.81
05040 - Automotive Worker	15.81
05070 - Electrician, Automotive	17.00
05100 - Mobile Equipment Servicer	14.61
05130 - Motor Equipment Metal Mechanic	17.00
05160 - Motor Equipment Metal Worker	15.81
05190 - Motor Vehicle Mechanic	17.00
05220 - Motor Vehicle Mechanic Helper	14.01
05250 - Motor Vehicle Upholstery Worker	15.81
05280 - Motor Vehicle Wrecker	15.81
05310 - Painter, Automotive	16.35
05340 - Radiator Repair Specialist	15.81
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	17.00
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	10.08
07010 - Baker	12.50
07041 - Cook I	11.53
07042 - Cook II	12.79
07070 - Dishwasher	9.70
07130 - Meat Cutter	14.20
07250 - Waiter/Waitress	8.09
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	15.95
09040 - Furniture Handler	13.31
09070 - Furniture Refinisher	15.95
09100 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	14.81
09130 - Upholsterer	15.95
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	9.35
11060 - Elevator Operator	9.35
11090 - Gardener	12.91
11121 - House Keeping Aid I	9.97
11122 - House Keeping Aid II	10.77
11150 - Janitor	9.91
11210 - Laborer, Grounds Maintenance	11.63
11240 - Maid or Houseman	9.97
11270 - Pest Controller	13.22
11300 - Refuse Collector	10.79
11330 - Tractor Operator	12.66
11360 - Window Cleaner	10.54

**12000 - Health Occupations**

12020 - Dental Assistant	14.10
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.55
12071 - Licensed Practical Nurse I	16.10
12072 - Licensed Practical Nurse II	18.15
12073 - Licensed Practical Nurse III	19.92
12100 - Medical Assistant	12.37
12130 - Medical Laboratory Technician	16.81
12160 - Medical Record Clerk	14.04
12190 - Medical Record Technician	16.72
12221 - Nursing Assistant I	9.32
12222 - Nursing Assistant II	10.47
12223 - Nursing Assistant III	11.50
12224 - Nursing Assistant IV	12.91
12250 - Pharmacy Technician	13.70
12280 - Phlebotomist	12.91
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	29.47
12313 - Registered Nurse II, Specialist	29.47
12314 - Registered Nurse III	35.65
12315 - Registered Nurse III, Anesthetist	35.65
12316 - Registered Nurse IV	41.57

**13000 - Information and Arts Occupations**

13002 - Audiovisual Librarian	21.30
13011 - Exhibits Specialist I	17.60
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	27.65
13041 - Illustrator I	17.60
13042 - Illustrator II	23.33
13043 - Illustrator III	27.65
13047 - Librarian	25.54
13050 - Library Technician	15.47
13071 - Photographer I	14.17
13072 - Photographer II	17.18
13073 - Photographer III	21.29
13074 - Photographer IV	22.85
13075 - Photographer V	27.63

**15000 - Laundry, Dry Cleaning, Pressing and Related Occupations**

15010 - Assembler	8.02
15030 - Counter Attendant	8.02
15040 - Dry Cleaner	10.66
15070 - Finisher, Flatwork, Machine	8.02
15090 - Presser, Hand	8.02
15100 - Presser, Machine, Drycleaning	8.02
15130 - Presser, Machine, Shirts	8.02
15160 - Presser, Machine, Wearing Apparel, Laundry	8.02
15190 - Sewing Machine Operator	11.57
15220 - Tailor	12.43
15250 - Washer, Machine	8.92

**19000 - Machine Tool Operation and Repair Occupations**

19010 - Machine-Tool Operator (Toolroom)	18.63
19040 - Tool and Die Maker	22.83

**21000 - Material Handling and Packing Occupations**

21010 - Fuel Distribution System Operator	16.99
21020 - Material Coordinator	17.95
21030 - Material Expediter	17.95
21040 - Material Handling Laborer	12.72
21050 - Order Filler	12.50
21071 - Forklift Operator	16.20
21080 - Production Line Worker (Food Processing)	16.20
21100 - Shipping/Receiving Clerk	13.09
21130 - Shipping Packer	13.57
21140 - Store Worker I	12.38

21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.77
21210 - Tools and Parts Attendant	16.51
21400 - Warehouse Specialist	16.20
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	23.35
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft Quality Control Inspector	24.17
23060 - Aircraft Servicer	19.68
23070 - Aircraft Worker	20.49
23100 - Appliance Mechanic	18.83
23120 - Bicycle Repairer	13.77
23125 - Cable Splicer	25.24
23130 - Carpenter, Maintenance	17.40
23140 - Carpet Layer	18.44
23160 - Electrician, Maintenance	21.27
23181 - Electronics Technician, Maintenance I	16.60
23182 - Electronics Technician, Maintenance II	20.02
23183 - Electronics Technician, Maintenance III	20.76
23260 - Fabric Worker	16.29
23290 - Fire Alarm System Mechanic	19.43
23310 - Fire Extinguisher Repairer	15.91
23340 - Fuel Distribution System Mechanic	19.54
23370 - General Maintenance Worker	15.42
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.65
23430 - Heavy Equipment Mechanic	19.10
23440 - Heavy Equipment Operator	20.01
23460 - Instrument Mechanic	18.53
23470 - Laborer	14.27
23500 - Locksmith	17.09
23530 - Machinery Maintenance Mechanic	18.46
23550 - Machinist, Maintenance	17.10
23580 - Maintenance Trades Helper	15.00
23640 - Millwright	19.64
23700 - Office Appliance Repairer	17.86
23740 - Painter, Aircraft	18.16
23760 - Painter, Maintenance	17.85
23790 - Pipefitter, Maintenance	22.17
23800 - Plumber, Maintenance	19.11
23820 - Pneudraulic Systems Mechanic	18.53
23850 - Rigger	18.55
23870 - Scale Mechanic	17.21
23890 - Sheet-Metal Worker, Maintenance	18.24
23910 - Small Engine Mechanic	15.70
23930 - Telecommunication Mechanic I	18.52
23931 - Telecommunication Mechanic II	20.56
23950 - Telephone Lineman	18.24
23960 - Welder, Combination, Maintenance	18.24
23965 - Well Driller	18.52
23970 - Woodcraft Worker	18.59
23980 - Woodworker	15.78
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	10.52
24580 - Child Care Center Clerk	13.70
24600 - Chore Aid	8.73
24630 - Homemaker	14.25
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	22.04
25040 - Sewage Plant Operator	19.43
25070 - Stationary Engineer	22.04
25190 - Ventilation Equipment Tender	15.19
25210 - Water Treatment Plant Operator	19.00

**27000 - Protective Service Occupations**

(not set) - Police Officer	23.19
27004 - Alarm Monitor	15.22
27006 - Corrections Officer	18.10
27010 - Court Security Officer	20.72
27040 - Detention Officer	18.29
27070 - Firefighter	20.97
27101 - Guard I	11.51
27102 - Guard II	15.22

**28000 - Stevedoring/Longshoremen Occupations**

28010 - Blocker and Bracer	19.52
28020 - Hatch Tender	19.52
28030 - Line Handler	19.52
28040 - Stevedore I	18.95
28050 - Stevedore II	20.42

**29000 - Technical Occupations**

21150 - Graphic Artist	24.30
29010 - Air Traffic Control Specialist, Center (2)	32.70
29011 - Air Traffic Control Specialist, Station (2)	22.54
29012 - Air Traffic Control Specialist, Terminal (2)	24.82
29023 - Archeological Technician I	16.61
29024 - Archeological Technician II	20.03
29025 - Archeological Technician III	25.42
29030 - Cartographic Technician	25.42
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.58
29040 - Civil Engineering Technician	22.39
29061 - Drafter I	14.00
29062 - Drafter II	16.61
29063 - Drafter III	20.51
29064 - Drafter IV	25.42
29081 - Engineering Technician I	17.67
29082 - Engineering Technician II	19.84
29083 - Engineering Technician III	22.18
29084 - Engineering Technician IV	27.49
29085 - Engineering Technician V	32.99
29086 - Engineering Technician VI	39.15
29090 - Environmental Technician	22.19
29100 - Flight Simulator/Instructor (Pilot)	33.22
29160 - Instructor	22.19
29210 - Laboratory Technician	18.43
29240 - Mathematical Technician	22.61
29361 - Paralegal/Legal Assistant I	19.59
29362 - Paralegal/Legal Assistant II	23.55
29363 - Paralegal/Legal Assistant III	28.79
29364 - Paralegal/Legal Assistant IV	34.82
29390 - Photooptics Technician	24.87
29480 - Technical Writer	29.87
29491 - Unexploded Ordnance (UXO) Technician I	20.78
29492 - Unexploded Ordnance (UXO) Technician II	25.14
29493 - Unexploded Ordnance (UXO) Technician III	30.13
29494 - Unexploded (UXO) Safety Escort	20.78
29495 - Unexploded (UXO) Sweep Personnel	20.78
29620 - Weather Observer, Senior (3)	21.07
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.95
29622 - Weather Observer, Upper Air (3)	18.95

**31000 - Transportation/ Mobile Equipment Operation Occupations**

31030 - Bus Driver	15.95
31260 - Parking and Lot Attendant	10.80
31290 - Shuttle Bus Driver	14.37
31300 - Taxi Driver	11.14
31361 - Truckdriver, Light Truck	14.37
31362 - Truckdriver, Medium Truck	14.98
31363 - Truckdriver, Heavy Truck	16.76

31364 - Truckdriver, Tractor-Trailer	16.76
<b>99000 - Miscellaneous Occupations</b>	
99020 - Animal Caretaker	9.46
99030 - Cashier	9.58
99041 - Carnival Equipment Operator	8.89
99042 - Carnival Equipment Repairer	9.25
99043 - Carnival Worker	7.78
99050 - Desk Clerk	9.48
99095 - Embalmer	21.22
99300 - Lifeguard	10.78
99310 - Mortician	20.84
99350 - Park Attendant (Aide)	13.51
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.31
99500 - Recreation Specialist	15.86
99510 - Recycling Worker	12.33
99610 - Sales Clerk	9.94
99620 - School Crossing Guard (Crosswalk Attendant)	10.52
99630 - Sport Official	9.36
99658 - Survey Party Chief (Chief of Party)	18.12
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.07
99660 - Surveying Aide	9.87
99690 - Swimming Pool Operator	12.19
99720 - Vending Machine Attendant	10.84
99730 - Vending Machine Repairer	12.19
99740 - Vending Machine Repairer Helper	10.84

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent



information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross                      Division of  
Director                      Wage Determinations

Wage Determination No.: **1994-2302**  
Revision No.: **21**  
Date Of Revision: **06/21/2005**

State: **Mississippi**

Area: Mississippi Counties of George, **Hancock**, Harrison, Jackson, Pearl River,  
Stone

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	9.41
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01460 - Switchboard Operator-Receptionist	9.06
01510 - Test Examiner	13.72
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01531 - Travel Clerk I	10.01
01532 - Travel Clerk II	10.62
01533 - Travel Clerk III	11.14

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01612 - Word Processor II	12.35
01613 - Word Processor III	13.79
<b>03000 - Automatic Data Processing Occupations</b>	
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03102 - Computer Systems Analyst II (1)	27.41
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07250 - Waiter/Waitress	8.83
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	15.00
09040 - Furniture Handler	11.53
09070 - Furniture Refinisher	14.52
09100 - Furniture Refinisher Helper	12.26
09110 - Furniture Repairer, Minor	13.38
09130 - Upholsterer	14.52
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	8.41
11060 - Elevator Operator	8.41
11090 - Gardener	10.41
11121 - House Keeping Aid I	8.41
11122 - House Keeping Aid II	8.86
11150 - Janitor	8.86
11210 - Laborer, Grounds Maintenance	9.04
11240 - Maid or Houseman	7.94
11270 - Pest Controller	12.79
11300 - Refuse Collector	11.13
11330 - Tractor Operator	10.52
11360 - Window Cleaner	8.83

**12000 - Health Occupations**

12020 - Dental Assistant	11.15
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.21
12071 - Licensed Practical Nurse I	11.84
12072 - Licensed Practical Nurse II	13.30
12073 - Licensed Practical Nurse III	14.87
12100 - Medical Assistant	10.38
12130 - Medical Laboratory Technician	13.84
12160 - Medical Record Clerk	11.36
12190 - Medical Record Technician	12.93
12221 - Nursing Assistant I	8.72
12222 - Nursing Assistant II	8.93
12223 - Nursing Assistant III	10.81
12224 - Nursing Assistant IV	12.15
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	12.98
12311 - Registered Nurse I	17.87
12312 - Registered Nurse II	21.85
12313 - Registered Nurse II, Specialist	21.85
12314 - Registered Nurse III	23.17
12315 - Registered Nurse III, Anesthetist	26.45
12316 - Registered Nurse IV	31.70

**13000 - Information and Arts Occupations**

13002 - Audiovisual Librarian	19.32
13011 - Exhibits Specialist I	16.53
13012 - Exhibits Specialist II	20.10
13013 - Exhibits Specialist III	25.61
13041 - Illustrator I	16.46
13042 - Illustrator II	20.10
13043 - Illustrator III	25.61
13047 - Librarian	19.72
13050 - Library Technician	11.00
13071 - Photographer I	11.36
13072 - Photographer II	13.07
13073 - Photographer III	15.89
13074 - Photographer IV	20.24
13075 - Photographer V	22.31

**15000 - Laundry, Dry Cleaning, Pressing and Related Occupations**

15010 - Assembler	7.71
15030 - Counter Attendant	7.71
15040 - Dry Cleaner	8.92
15070 - Finisher, Flatwork, Machine	7.71
15090 - Presser, Hand	7.71
15100 - Presser, Machine, Drycleaning	7.71
15130 - Presser, Machine, Shirts	7.71
15160 - Presser, Machine, Wearing Apparel, Laundry	7.71
15190 - Sewing Machine Operator	9.46
15220 - Tailor	10.01
15250 - Washer, Machine	8.05

**19000 - Machine Tool Operation and Repair Occupations**

19010 - Machine-Tool Operator (Toolroom)	15.97
19040 - Tool and Die Maker	18.39

**21000 - Material Handling and Packing Occupations**

21010 - Fuel Distribution System Operator	14.45
21020 - Material Coordinator	13.69
21030 - Material Expediter	13.69
21040 - Material Handling Laborer	10.11
21050 - Order Filler	10.73
21071 - Forklift Operator	12.18
21080 - Production Line Worker (Food Processing)	12.42
21100 - Shipping/Receiving Clerk	11.34
21130 - Shipping Packer	11.95
21140 - Store Worker I	12.20

21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.22
21210 - Tools and Parts Attendant	12.58
21400 - Warehouse Specialist	12.58
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	19.03
23040 - Aircraft Mechanic Helper	15.46
23050 - Aircraft Quality Control Inspector	19.69
23060 - Aircraft Servicer	16.87
23070 - Aircraft Worker	17.61
23100 - Appliance Mechanic	14.52
23120 - Bicycle Repairer	12.36
23125 - Cable Splicer	20.17
23130 - Carpenter, Maintenance	14.52
23140 - Carpet Layer	14.15
23160 - Electrician, Maintenance	18.11
23181 - Electronics Technician, Maintenance I	16.52
23182 - Electronics Technician, Maintenance II	17.43
23183 - Electronics Technician, Maintenance III	18.94
23260 - Fabric Worker	15.02
23290 - Fire Alarm System Mechanic	16.68
23310 - Fire Extinguisher Repairer	14.44
23340 - Fuel Distribution System Mechanic	17.01
23370 - General Maintenance Worker	13.96
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15.84
23430 - Heavy Equipment Mechanic	16.79
23440 - Heavy Equipment Operator	15.09
23460 - Instrument Mechanic	17.35
23470 - Laborer	10.21
23500 - Locksmith	16.05
23530 - Machinery Maintenance Mechanic	16.89
23550 - Machinist, Maintenance	16.68
23580 - Maintenance Trades Helper	13.84
23640 - Millwright	18.02
23700 - Office Appliance Repairer	16.13
23740 - Painter, Aircraft	16.13
23760 - Painter, Maintenance	14.52
23790 - Pipefitter, Maintenance	17.59
23800 - Plumber, Maintenance	16.57
23820 - Pneudraulic Systems Mechanic	16.68
23850 - Rigger	16.61
23870 - Scale Mechanic	15.57
23890 - Sheet-Metal Worker, Maintenance	16.61
23910 - Small Engine Mechanic	13.96
23930 - Telecommunication Mechanic I	17.89
23931 - Telecommunication Mechanic II	20.65
23950 - Telephone Lineman	17.93
23960 - Welder, Combination, Maintenance	16.82
23965 - Well Driller	16.68
23970 - Woodcraft Worker	16.68
23980 - Woodworker	14.16
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	7.52
24580 - Child Care Center Clerk	9.95
24600 - Chore Aid	7.94
24630 - Homemaker	11.08
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	18.70
25040 - Sewage Plant Operator	14.66
25070 - Stationary Engineer	18.70
25190 - Ventilation Equipment Tender	13.84
25210 - Water Treatment Plant Operator	14.52

<b>27000 - Protective Service Occupations</b>	
(not set) - Police Officer	14.75
27004 - Alarm Monitor	12.35
27006 - Corrections Officer	11.87
27010 - Court Security Officer	13.23
27040 - Detention Officer	12.79
27070 - Firefighter	14.48
27101 - Guard I	9.05
27102 - Guard II	13.94
<b>28000 - Stevedoring/Longshoremen Occupations</b>	
28010 - Blocker and Bracer	16.99
28020 - Hatch Tender	15.88
28030 - Line Handler	15.88
28040 - Stevedore I	16.28
28050 - Stevedore II	17.65
<b>29000 - Technical Occupations</b>	
21150 - Graphic Artist	19.07
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	15.11
29024 - Archeological Technician II	16.94
29025 - Archeological Technician III	20.94
29030 - Cartographic Technician	24.35
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.01
29040 - Civil Engineering Technician	14.65
29061 - Drafter I	14.64
29062 - Drafter II	15.72
29063 - Drafter III	19.12
29064 - Drafter IV	24.35
29081 - Engineering Technician I	13.93
29082 - Engineering Technician II	16.16
29083 - Engineering Technician III	18.58
29084 - Engineering Technician IV	22.62
29085 - Engineering Technician V	28.80
29086 - Engineering Technician VI	31.74
29090 - Environmental Technician	22.04
29100 - Flight Simulator/Instructor (Pilot)	27.41
29160 - Instructor	20.92
29210 - Laboratory Technician	18.70
29240 - Mathematical Technician	20.28
29361 - Paralegal/Legal Assistant I	15.09
29362 - Paralegal/Legal Assistant II	18.49
29363 - Paralegal/Legal Assistant III	22.64
29364 - Paralegal/Legal Assistant IV	27.37
29390 - Photooptics Technician	20.04
29480 - Technical Writer	25.79
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	19.04
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.17
29622 - Weather Observer, Upper Air (3)	17.17
<b>31000 - Transportation/ Mobile Equipment Operation Occupations</b>	
31030 - Bus Driver	12.64
31260 - Parking and Lot Attendant	7.06
31290 - Shuttle Bus Driver	10.99
31300 - Taxi Driver	9.49
31361 - Truckdriver, Light Truck	10.99
31362 - Truckdriver, Medium Truck	15.01
31363 - Truckdriver, Heavy Truck	14.38

31364 - Truckdriver, Tractor-Trailer	14.38
<b>99000 - Miscellaneous Occupations</b>	
99020 - Animal Caretaker	9.26
99030 - Cashier	7.31
99041 - Carnival Equipment Operator	9.75
99042 - Carnival Equipment Repairer	11.17
99043 - Carnival Worker	8.41
99050 - Desk Clerk	8.40
99095 - Embalmer	20.02
99300 - Lifeguard	10.52
99310 - Mortician	20.02
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.24
99500 - Recreation Specialist	14.74
99510 - Recycling Worker	12.96
99610 - Sales Clerk	9.48
99620 - School Crossing Guard (Crosswalk Attendant)	11.72
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	13.44
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.21
99660 - Surveying Aide	8.90
99690 - Swimming Pool Operator	12.21
99720 - Vending Machine Attendant	12.35
99730 - Vending Machine Repairer	14.04
99740 - Vending Machine Repairer Helper	12.35

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.



**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W.Gross                      Division of Director                              Wage Determinations	Wage Determination No.: <b>1994-2376</b> Revision No.: <b>20</b> Date Of Revision: <b>11/03/2005</b>

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State: **New York**

Area: New York Counties of Bronx, Kings, **New York**, Putnam, Queens, Richmond, Rockland, Westchester

**OCCUPATION NOTE:**

**Janitor:** The rate for the Janitor occupation applies to Putnam, Rockland, and Westchester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
<b>01000 - Administrative Support and Clerical Occupations</b>	
01011 - Accounting Clerk I	11.75
01012 - Accounting Clerk II	14.66
01013 - Accounting Clerk III	16.28
01014 - Accounting Clerk IV	19.05
01030 - Court Reporter	21.19
01050 - Dispatcher, Motor Vehicle	22.37
01060 - Document Preparation Clerk	15.15
01070 - Messenger (Courier)	11.97
01090 - Duplicating Machine Operator	13.77
01110 - Film/Tape Librarian	15.22
01115 - General Clerk I	12.18
01116 - General Clerk II	13.22
01117 - General Clerk III	15.41
01118 - General Clerk IV	16.77
01120 - Housing Referral Assistant	19.92
01131 - Key Entry Operator I	13.95
01132 - Key Entry Operator II	15.22
01191 - Order Clerk I	18.05
01192 - Order Clerk II	21.67
01261 - Personnel Assistant (Employment) I	14.85
01262 - Personnel Assistant (Employment) II	16.67
01263 - Personnel Assistant (Employment) III	19.18
01264 - Personnel Assistant (Employment) IV	20.79
01270 - Production Control Clerk	19.72
01290 - Rental Clerk	17.08
01300 - Scheduler, Maintenance	16.92
01311 - Secretary I	16.92
01312 - Secretary II	19.21
01313 - Secretary III	20.58
01314 - Secretary IV	23.33
01315 - Secretary V	27.35
01320 - Service Order Dispatcher	20.00
01341 - Stenographer I	17.63
01342 - Stenographer II	19.87
01400 - Supply Technician	24.66

01420 - Survey Worker (Interviewer)	16.86
01460 - Switchboard Operator-Receptionist	14.26
01510 - Test Examiner	19.21
01520 - Test Proctor	19.21
01531 - Travel Clerk I	14.09
01532 - Travel Clerk II	15.27
01533 - Travel Clerk III	16.58
01611 - Word Processor I	15.83
01612 - Word Processor II	17.78
01613 - Word Processor III	19.89
<b>03000 - Automatic Data Processing Occupations</b>	
03010 - Computer Data Librarian	16.22
03041 - Computer Operator I	16.59
03042 - Computer Operator II	19.18
03043 - Computer Operator III	21.49
03044 - Computer Operator IV	26.94
03045 - Computer Operator V	27.32
03071 - Computer Programmer I (1)	27.62
03072 - Computer Programmer II (1)	27.62
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	16.22
<b>05000 - Automotive Service Occupations</b>	
05005 - Automotive Body Repairer, Fiberglass	22.26
05010 - Automotive Glass Installer	25.67
05040 - Automotive Worker	25.42
05070 - Electrician, Automotive	26.47
05100 - Mobile Equipment Servicer	23.10
05130 - Motor Equipment Metal Mechanic	27.50
05160 - Motor Equipment Metal Worker	25.67
05190 - Motor Vehicle Mechanic	27.50
05220 - Motor Vehicle Mechanic Helper	21.77
05250 - Motor Vehicle Upholstery Worker	24.42
05280 - Motor Vehicle Wrecker	25.67
05310 - Painter, Automotive	26.47
05340 - Radiator Repair Specialist	25.67
05370 - Tire Repairer	18.22
05400 - Transmission Repair Specialist	27.50
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	14.67
07010 - Baker	19.55
07041 - Cook I	17.97
07042 - Cook II	19.55
07070 - Dishwasher	14.67
07130 - Meat Cutter	19.55
07250 - Waiter/Waitress	15.50
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	20.13
09040 - Furniture Handler	15.30
09070 - Furniture Refinisher	20.13
09100 - Furniture Refinisher Helper	16.90
09110 - Furniture Repairer, Minor	18.51
09130 - Upholsterer	20.13
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	14.67
11060 - Elevator Operator	14.67
11090 - Gardener	17.97
11121 - House Keeping Aid I	13.98
11122 - House Keeping Aid II	14.82
11150 - Janitor	14.67

11210 - Laborer, Grounds Maintenance	15.50
11240 - Maid or Houseman	13.98
11270 - Pest Controller	18.75
11300 - Refuse Collector	14.67
11330 - Tractor Operator	17.13
11360 - Window Cleaner	15.50
<b>12000 - Health Occupations</b>	
12020 - Dental Assistant	14.12
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	17.06
12071 - Licensed Practical Nurse I	16.35
12072 - Licensed Practical Nurse II	18.27
12073 - Licensed Practical Nurse III	20.44
12100 - Medical Assistant	13.58
12130 - Medical Laboratory Technician	16.77
12160 - Medical Record Clerk	15.71
12190 - Medical Record Technician	17.31
12221 - Nursing Assistant I	8.10
12222 - Nursing Assistant II	11.96
12223 - Nursing Assistant III	13.05
12224 - Nursing Assistant IV	16.01
12250 - Pharmacy Technician	13.31
12280 - Phlebotomist	13.11
12311 - Registered Nurse I	29.36
12312 - Registered Nurse II	33.15
12313 - Registered Nurse II, Specialist	33.15
12314 - Registered Nurse III	40.58
12315 - Registered Nurse III, Anesthetist	40.58
12316 - Registered Nurse IV	44.36
<b>13000 - Information and Arts Occupations</b>	
13002 - Audiovisual Librarian	26.56
13011 - Exhibits Specialist I	19.51
13012 - Exhibits Specialist II	24.45
13013 - Exhibits Specialist III	27.59
13041 - Illustrator I	19.51
13042 - Illustrator II	22.06
13043 - Illustrator III	24.90
13047 - Librarian	33.86
13050 - Library Technician	18.55
13071 - Photographer I	16.67
13072 - Photographer II	19.94
13073 - Photographer III	25.62
13074 - Photographer IV	28.92
13075 - Photographer V	34.97
<b>15000 - Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010 - Assembler	9.63
15030 - Counter Attendant	9.63
15040 - Dry Cleaner	11.86
15070 - Finisher, Flatwork, Machine	9.63
15090 - Presser, Hand	9.63
15100 - Presser, Machine, Drycleaning	9.63
15130 - Presser, Machine, Shirts	9.63
15160 - Presser, Machine, Wearing Apparel, Laundry	9.63
15190 - Sewing Machine Operator	12.59
15220 - Tailor	13.57
15250 - Washer, Machine	10.44
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Toolroom)	20.13
19040 - Tool and Die Maker	23.35
<b>21000 - Material Handling and Packing Occupations</b>	
21010 - Fuel Distribution System Operator	21.01
21020 - Material Coordinator	20.87
21030 - Material Expediter	20.87
21040 - Material Handling Laborer	16.25

21050 - Order Filler	14.16
21071 - Forklift Operator	16.24
21080 - Production Line Worker (Food Processing)	16.25
21100 - Shipping/Receiving Clerk	14.53
21130 - Shipping Packer	14.53
21140 - Store Worker I	12.49
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	15.65
21210 - Tools and Parts Attendant	16.40
21400 - Warehouse Specialist	16.24
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	24.83
23040 - Aircraft Mechanic Helper	20.05
23050 - Aircraft Quality Control Inspector	25.79
23060 - Aircraft Servicer	21.96
23070 - Aircraft Worker	22.90
23100 - Appliance Mechanic	20.36
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	29.08
23130 - Carpenter, Maintenance	25.76
23140 - Carpet Layer	25.39
23160 - Electrician, Maintenance	34.28
23181 - Electronics Technician, Maintenance I	23.39
23182 - Electronics Technician, Maintenance II	29.17
23183 - Electronics Technician, Maintenance III	31.14
23260 - Fabric Worker	23.08
23290 - Fire Alarm System Mechanic	21.67
23310 - Fire Extinguisher Repairer	20.19
23340 - Fuel Distribution System Mechanic	24.80
23370 - General Maintenance Worker	18.98
23400 - Heating, Refrigeration and Air Conditioning Mechanic	21.26
23430 - Heavy Equipment Mechanic	22.35
23440 - Heavy Equipment Operator	31.25
23460 - Instrument Mechanic	25.56
23470 - Laborer	15.95
23500 - Locksmith	20.31
23530 - Machinery Maintenance Mechanic	23.45
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	16.90
23640 - Millwright	24.23
23700 - Office Appliance Repairer	22.95
23740 - Painter, Aircraft	20.13
23760 - Painter, Maintenance	23.15
23790 - Pipefitter, Maintenance	29.86
23800 - Plumber, Maintenance	25.58
23820 - Pneudraulic Systems Mechanic	23.84
23850 - Rigger	23.02
23870 - Scale Mechanic	21.99
23890 - Sheet-Metal Worker, Maintenance	30.55
23910 - Small Engine Mechanic	19.30
23930 - Telecommunication Mechanic I	24.07
23931 - Telecommunication Mechanic II	28.03
23950 - Telephone Lineman	24.07
23960 - Welder, Combination, Maintenance	20.93
23965 - Well Driller	24.89
23970 - Woodcraft Worker	23.38
23980 - Woodworker	17.73
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	13.42
24580 - Child Care Center Clerk	16.74
24600 - Chore Aid	12.67
24630 - Homemaker	18.59

<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	27.03
25040 - Sewage Plant Operator	25.45
25070 - Stationary Engineer	26.43
25190 - Ventilation Equipment Tender	20.56
25210 - Water Treatment Plant Operator	26.43
<b>27000 - Protective Service Occupations</b>	
(not set) - Police Officer	28.31
27004 - Alarm Monitor	16.40
27006 - Corrections Officer	25.11
27010 - Court Security Officer	26.71
27040 - Detention Officer	25.11
27070 - Firefighter	26.71
27101 - Guard I	12.82
27102 - Guard II	17.08
<b>28000 - Stevedoring/Longshoremen Occupations</b>	
28010 - Blocker and Bracer	24.71
28020 - Hatch Tender	24.71
28030 - Line Handler	24.71
28040 - Stevedore I	19.58
28050 - Stevedore II	21.30
<b>29000 - Technical Occupations</b>	
21150 - Graphic Artist	30.01
29010 - Air Traffic Control Specialist, Center (2)	34.10
29011 - Air Traffic Control Specialist, Station (2)	23.52
29012 - Air Traffic Control Specialist, Terminal (2)	25.90
29023 - Archeological Technician I	16.42
29024 - Archeological Technician II	18.37
29025 - Archeological Technician III	22.74
29030 - Cartographic Technician	22.83
29035 - Computer Based Training (CBT) Specialist/ Instructor	33.42
29040 - Civil Engineering Technician	24.06
29061 - Drafter I	16.28
29062 - Drafter II	17.89
29063 - Drafter III	21.41
29064 - Drafter IV	22.83
29081 - Engineering Technician I	17.06
29082 - Engineering Technician II	19.68
29083 - Engineering Technician III	24.15
29084 - Engineering Technician IV	25.58
29085 - Engineering Technician V	28.89
29086 - Engineering Technician VI	31.46
29090 - Environmental Technician	22.90
29100 - Flight Simulator/Instructor (Pilot)	36.77
29160 - Instructor	28.80
29210 - Laboratory Technician	21.67
29240 - Mathematical Technician	22.83
29361 - Paralegal/Legal Assistant I	19.22
29362 - Paralegal/Legal Assistant II	24.95
29363 - Paralegal/Legal Assistant III	30.55
29364 - Paralegal/Legal Assistant IV	36.93
29390 - Photooptics Technician	23.55
29480 - Technical Writer	32.26
29491 - Unexploded Ordnance (UXO) Technician I	21.68
29492 - Unexploded Ordnance (UXO) Technician II	26.23
29493 - Unexploded Ordnance (UXO) Technician III	31.43
29494 - Unexploded (UXO) Safety Escort	21.68
29495 - Unexploded (UXO) Sweep Personnel	21.68
29620 - Weather Observer, Senior (3)	24.50
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	22.06
29622 - Weather Observer, Upper Air (3)	22.06

<b>31000 - Transportation/ Mobile Equipment Operation Occupations</b>		
31030 - Bus Driver		19.61
31260 - Parking and Lot Attendant		10.97
31290 - Shuttle Bus Driver		15.89
31300 - Taxi Driver		14.83
31361 - Truckdriver, Light Truck		17.48
31362 - Truckdriver, Medium Truck		18.76
31363 - Truckdriver, Heavy Truck		22.18
31364 - Truckdriver, Tractor-Trailer		22.18
<b>99000 - Miscellaneous Occupations</b>		
99020 - Animal Caretaker		16.32
99030 - Cashier		10.95
99041 - Carnival Equipment Operator		17.13
99042 - Carnival Equipment Repairer		17.97
99043 - Carnival Worker		14.67
99050 - Desk Clerk		16.69
99095 - Embalmer		25.31
99300 - Lifeguard		11.94
99310 - Mortician		25.31
99350 - Park Attendant (Aide)		15.01
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)		12.85
99500 - Recreation Specialist		18.61
99510 - Recycling Worker		17.13
99610 - Sales Clerk		11.96
99620 - School Crossing Guard (Crosswalk Attendant)		14.67
99630 - Sport Official		11.94
99658 - Survey Party Chief (Chief of Party)		19.38
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)		17.38
99660 - Surveying Aide		12.68
99690 - Swimming Pool Operator		19.55
99720 - Vending Machine Attendant		14.42
99730 - Vending Machine Repairer		17.64
99740 - Vending Machine Repairer Helper		14.25

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):



- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or

\$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no

authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

*****		*****	
REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR	
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION	
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION	
		WASHINGTON D.C. 20210	
William W. Gross                      Division of		Wage Determination No.: <b>1994-2416</b>	
Director                      Wage Determinations		Revision No.: <b>22</b>	
		Date Of Revision: <b>05/23/2005</b>	
<hr/>			
State: <b>Ohio</b>			

Area: Ohio Counties of Ashland, Ashtabula, **Cuyahoga**, Erie, Geauga, Huron, Lake, Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
<b>01000 - Administrative Support and Clerical Occupations</b>	
01011 - Accounting Clerk I	11.25
01012 - Accounting Clerk II	13.02
01013 - Accounting Clerk III	14.45
01014 - Accounting Clerk IV	16.26
01030 - Court Reporter	16.98
01050 - Dispatcher, Motor Vehicle	14.49
01060 - Document Preparation Clerk	13.53
01070 - Messenger (Courier)	9.49
01090 - Duplicating Machine Operator	12.90
01110 - Film/Tape Librarian	14.27
01115 - General Clerk I	9.90
01116 - General Clerk II	11.13
01117 - General Clerk III	13.04
01118 - General Clerk IV	13.86
01120 - Housing Referral Assistant	17.58
01131 - Key Entry Operator I	11.54
01132 - Key Entry Operator II	12.90
01191 - Order Clerk I	12.85
01192 - Order Clerk II	15.03
01261 - Personnel Assistant (Employment) I	12.90
01262 - Personnel Assistant (Employment) II	13.85
01263 - Personnel Assistant (Employment) III	16.98
01264 - Personnel Assistant (Employment) IV	17.58
01270 - Production Control Clerk	17.58
01290 - Rental Clerk	13.85
01300 - Scheduler, Maintenance	13.85
01311 - Secretary I	14.52
01312 - Secretary II	17.05
01313 - Secretary III	18.69
01314 - Secretary IV	19.59
01315 - Secretary V	21.72
01320 - Service Order Dispatcher	13.85
01341 - Stenographer I	12.90
01342 - Stenographer II	13.85
01400 - Supply Technician	20.27
01420 - Survey Worker (Interviewer)	13.73
01460 - Switchboard Operator-Receptionist	13.14
01510 - Test Examiner	16.98
01520 - Test Proctor	16.98
01531 - Travel Clerk I	10.83
01532 - Travel Clerk II	11.63
01533 - Travel Clerk III	12.47

01611 - Word Processor I	13.40
01612 - Word Processor II	15.75
01613 - Word Processor III	17.17
<b>03000 - Automatic Data Processing Occupations</b>	
03010 - Computer Data Librarian	12.57
03041 - Computer Operator I	12.57
03042 - Computer Operator II	16.53
03043 - Computer Operator III	18.61
03044 - Computer Operator IV	21.29
03045 - Computer Operator V	23.57
03071 - Computer Programmer I (1)	18.29
03072 - Computer Programmer II (1)	20.44
03073 - Computer Programmer III (1)	25.94
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.57
<b>05000 - Automotive Service Occupations</b>	
05005 - Automotive Body Repairer, Fiberglass	19.36
05010 - Automotive Glass Installer	18.02
05040 - Automotive Worker	18.02
05070 - Electrician, Automotive	18.73
05100 - Mobile Equipment Servicer	16.45
05130 - Motor Equipment Metal Mechanic	19.36
05160 - Motor Equipment Metal Worker	18.02
05190 - Motor Vehicle Mechanic	19.36
05220 - Motor Vehicle Mechanic Helper	15.71
05250 - Motor Vehicle Upholstery Worker	17.21
05280 - Motor Vehicle Wrecker	18.02
05310 - Painter, Automotive	18.73
05340 - Radiator Repair Specialist	18.02
05370 - Tire Repairer	15.89
05400 - Transmission Repair Specialist	19.36
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	8.44
07010 - Baker	11.47
07041 - Cook I	10.46
07042 - Cook II	11.47
07070 - Dishwasher	8.80
07130 - Meat Cutter	14.08
07250 - Waiter/Waitress	9.04
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	18.73
09040 - Furniture Handler	13.89
09070 - Furniture Refinisher	18.73
09100 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	18.73
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	9.49
11060 - Elevator Operator	9.96
11090 - Gardener	12.77
11121 - House Keeping Aid I	9.00
11122 - House Keeping Aid II	10.35
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	10.19
11240 - Maid or Houseman	8.96
11270 - Pest Controller	13.59
11300 - Refuse Collector	12.09
11330 - Tractor Operator	11.95
11360 - Window Cleaner	12.43

**12000 - Health Occupations**

12020 - Dental Assistant	14.26
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.54
12071 - Licensed Practical Nurse I	12.53
12072 - Licensed Practical Nurse II	14.08
12073 - Licensed Practical Nurse III	15.74
12100 - Medical Assistant	12.13
12130 - Medical Laboratory Technician	14.96
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.36
12222 - Nursing Assistant II	9.39
12223 - Nursing Assistant III	10.26
12224 - Nursing Assistant IV	11.50
12250 - Pharmacy Technician	12.11
12280 - Phlebotomist	12.36
12311 - Registered Nurse I	21.65
12312 - Registered Nurse II	24.71
12313 - Registered Nurse II, Specialist	24.71
12314 - Registered Nurse III	27.99
12315 - Registered Nurse III, Anesthetist	27.99
12316 - Registered Nurse IV	33.51

**13000 - Information and Arts Occupations**

13002 - Audiovisual Librarian	16.56
13011 - Exhibits Specialist I	17.01
13012 - Exhibits Specialist II	19.80
13013 - Exhibits Specialist III	22.82
13041 - Illustrator I	19.13
13042 - Illustrator II	23.71
13043 - Illustrator III	27.67
13047 - Librarian	25.65
13050 - Library Technician	15.24
13071 - Photographer I	14.30
13072 - Photographer II	17.61
13073 - Photographer III	20.49
13074 - Photographer IV	24.24
13075 - Photographer V	29.32

**15000 - Laundry, Dry Cleaning, Pressing and Related Occupations**

15010 - Assembler	8.18
15030 - Counter Attendant	8.18
15040 - Dry Cleaner	10.21
15070 - Finisher, Flatwork, Machine	8.18
15090 - Presser, Hand	8.18
15100 - Presser, Machine, Drycleaning	8.18
15130 - Presser, Machine, Shirts	8.18
15160 - Presser, Machine, Wearing Apparel, Laundry	8.18
15190 - Sewing Machine Operator	10.88
15220 - Tailor	11.57
15250 - Washer, Machine	8.86

**19000 - Machine Tool Operation and Repair Occupations**

19010 - Machine-Tool Operator (Toolroom)	20.02
19040 - Tool and Die Maker	23.90

**21000 - Material Handling and Packing Occupations**

21010 - Fuel Distribution System Operator	18.12
21020 - Material Coordinator	18.43
21030 - Material Expediter	18.43
21040 - Material Handling Laborer	13.50
21050 - Order Filler	11.02
21071 - Forklift Operator	15.19
21080 - Production Line Worker (Food Processing)	15.19
21100 - Shipping/Receiving Clerk	14.23
21130 - Shipping Packer	14.23
21140 - Store Worker I	12.26

21150 - Stock Clerk (Shelf Stocker; Store Worker II)	16.07
21210 - Tools and Parts Attendant	15.19
21400 - Warehouse Specialist	15.19
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	20.78
23040 - Aircraft Mechanic Helper	16.86
23050 - Aircraft Quality Control Inspector	21.54
23060 - Aircraft Servicer	18.47
23070 - Aircraft Worker	19.34
23100 - Appliance Mechanic	18.73
23120 - Bicycle Repairer	15.89
23125 - Cable Splicer	23.74
23130 - Carpenter, Maintenance	19.93
23140 - Carpet Layer	18.70
23160 - Electrician, Maintenance	25.76
23181 - Electronics Technician, Maintenance I	17.72
23182 - Electronics Technician, Maintenance II	20.54
23183 - Electronics Technician, Maintenance III	26.65
23260 - Fabric Worker	17.21
23290 - Fire Alarm System Mechanic	20.09
23310 - Fire Extinguisher Repairer	16.48
23340 - Fuel Distribution System Mechanic	20.49
23370 - General Maintenance Worker	18.02
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.63
23430 - Heavy Equipment Mechanic	19.36
23440 - Heavy Equipment Operator	21.75
23460 - Instrument Mechanic	23.32
23470 - Laborer	13.23
23500 - Locksmith	18.73
23530 - Machinery Maintenance Mechanic	21.80
23550 - Machinist, Maintenance	19.29
23580 - Maintenance Trades Helper	15.71
23640 - Millwright	27.34
23700 - Office Appliance Repairer	19.43
23740 - Painter, Aircraft	18.73
23760 - Painter, Maintenance	21.74
23790 - Pipefitter, Maintenance	23.41
23800 - Plumber, Maintenance	21.18
23820 - Pneudraulic Systems Mechanic	20.09
23850 - Rigger	21.78
23870 - Scale Mechanic	18.61
23890 - Sheet-Metal Worker, Maintenance	19.36
23910 - Small Engine Mechanic	18.02
23930 - Telecommunication Mechanic I	19.49
23931 - Telecommunication Mechanic II	20.19
23950 - Telephone Lineman	20.19
23960 - Welder, Combination, Maintenance	19.36
23965 - Well Driller	19.36
23970 - Woodcraft Worker	20.42
23980 - Woodworker	16.45
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	11.14
24580 - Child Care Center Clerk	13.90
24600 - Chore Aid	8.29
24630 - Homemaker	15.66
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	20.28
25040 - Sewage Plant Operator	19.35
25070 - Stationary Engineer	20.28
25190 - Ventilation Equipment Tender	16.56
25210 - Water Treatment Plant Operator	19.35

**27000 - Protective Service Occupations**

(not set) - Police Officer	22.03
27004 - Alarm Monitor	14.48
27006 - Corrections Officer	17.95
27010 - Court Security Officer	20.31
27040 - Detention Officer	17.95
27070 - Firefighter	18.58
27101 - Guard I	10.20
27102 - Guard II	14.83

**28000 - Stevedoring/Longshoremen Occupations**

28010 - Blocker and Bracer	19.26
28020 - Hatch Tender	19.26
28030 - Line Handler	19.26
28040 - Stevedore I	18.47
28050 - Stevedore II	20.11

**29000 - Technical Occupations**

21150 - Graphic Artist	20.49
29010 - Air Traffic Control Specialist, Center (2)	32.20
29011 - Air Traffic Control Specialist, Station (2)	22.21
29012 - Air Traffic Control Specialist, Terminal (2)	24.45
29023 - Archeological Technician I	11.30
29024 - Archeological Technician II	12.64
29025 - Archeological Technician III	15.66
29030 - Cartographic Technician	24.02
29035 - Computer Based Training (CBT) Specialist/ Instructor	29.94
29040 - Civil Engineering Technician	20.13
29061 - Drafter I	12.05
29062 - Drafter II	14.99
29063 - Drafter III	18.93
29064 - Drafter IV	23.44
29081 - Engineering Technician I	14.28
29082 - Engineering Technician II	16.04
29083 - Engineering Technician III	18.05
29084 - Engineering Technician IV	22.22
29085 - Engineering Technician V	27.18
29086 - Engineering Technician VI	32.70
29090 - Environmental Technician	20.50
29100 - Flight Simulator/Instructor (Pilot)	31.08
29160 - Instructor	23.30
29210 - Laboratory Technician	19.23
29240 - Mathematical Technician	19.03
29361 - Paralegal/Legal Assistant I	16.42
29362 - Paralegal/Legal Assistant II	20.94
29363 - Paralegal/Legal Assistant III	25.64
29364 - Paralegal/Legal Assistant IV	31.01
29390 - Photooptics Technician	24.09
29480 - Technical Writer	22.48
29491 - Unexploded Ordnance (UXO) Technician I	20.47
29492 - Unexploded Ordnance (UXO) Technician II	24.76
29493 - Unexploded Ordnance (UXO) Technician III	29.68
29494 - Unexploded (UXO) Safety Escort	20.47
29495 - Unexploded (UXO) Sweep Personnel	20.47
29620 - Weather Observer, Senior (3)	23.55
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.70
29622 - Weather Observer, Upper Air (3)	19.70

**31000 - Transportation/ Mobile Equipment Operation Occupations**

31030 - Bus Driver	17.46
31260 - Parking and Lot Attendant	7.86
31290 - Shuttle Bus Driver	13.57
31300 - Taxi Driver	9.67
31361 - Truckdriver, Light Truck	13.57
31362 - Truckdriver, Medium Truck	17.32
31363 - Truckdriver, Heavy Truck	17.87



31364 - Truckdriver, Tractor-Trailer	18.95
<b>99000 - Miscellaneous Occupations</b>	
99020 - Animal Caretaker	9.42
99030 - Cashier	9.70
99041 - Carnival Equipment Operator	10.11
99042 - Carnival Equipment Repairer	10.57
99043 - Carnival Worker	8.34
99050 - Desk Clerk	10.13
99095 - Embalmer	20.31
99300 - Lifeguard	10.75
99310 - Mortician	27.05
99350 - Park Attendant (Aide)	13.51
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.00
99500 - Recreation Specialist	14.04
99510 - Recycling Worker	14.64
99610 - Sales Clerk	10.17
99620 - School Crossing Guard (Crosswalk Attendant)	10.99
99630 - Sport Official	10.75
99658 - Survey Party Chief (Chief of Party)	18.58
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.91
99660 - Surveying Aide	10.60
99690 - Swimming Pool Operator	13.99
99720 - Vending Machine Attendant	12.20
99730 - Vending Machine Repairer	13.99
99740 - Vending Machine Repairer Helper	12.20

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* OCCUPATION NOTES \*\***

**Refuse Collector:** The rate for the Refuse Collector occupation applies does not apply to Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefits for Cuyahoga County.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry

cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be

submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross                      Division of  
Director                      Wage Determinations

Wage Determination No.: **1994-2512**  
Revision No.: **23**  
Date Of Revision: **06/14/2005**

States: **New Mexico**, Texas

Area: New Mexico Counties of Chaves, **Dona Ana**, Eddy, Grant, Hidalgo, Lincoln,  
Luna, Otero, Sierra  
Texas Counties of Culberson, El Paso, Hudspeth

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	9.21
01012 - Accounting Clerk II	10.14
01013 - Accounting Clerk III	13.49
01014 - Accounting Clerk IV	15.70
01030 - Court Reporter	12.97
01050 - Dispatcher, Motor Vehicle	12.41
01060 - Document Preparation Clerk	10.58
01070 - Messenger (Courier)	7.78
01090 - Duplicating Machine Operator	10.58
01110 - Film/Tape Librarian	11.00
01115 - General Clerk I	8.16
01116 - General Clerk II	9.18
01117 - General Clerk III	10.18
01118 - General Clerk IV	10.97
01120 - Housing Referral Assistant	14.58
01131 - Key Entry Operator I	8.50
01132 - Key Entry Operator II	10.05
01191 - Order Clerk I	9.78
01192 - Order Clerk II	11.20
01261 - Personnel Assistant (Employment) I	10.37
01262 - Personnel Assistant (Employment) II	11.64
01263 - Personnel Assistant (Employment) III	13.33
01264 - Personnel Assistant (Employment) IV	14.51
01270 - Production Control Clerk	13.14
01290 - Rental Clerk	8.85
01300 - Scheduler, Maintenance	10.15
01311 - Secretary I	10.15
01312 - Secretary II	12.97
01313 - Secretary III	14.58
01314 - Secretary IV	17.23
01315 - Secretary V	18.34
01320 - Service Order Dispatcher	9.71
01341 - Stenographer I	10.86
01342 - Stenographer II	11.65
01400 - Supply Technician	17.23
01420 - Survey Worker (Interviewer)	12.88
01460 - Switchboard Operator-Receptionist	8.71
01510 - Test Examiner	12.97
01520 - Test Proctor	12.97
01531 - Travel Clerk I	10.63
01532 - Travel Clerk II	11.36

01533 - Travel Clerk III	12.10
01611 - Word Processor I	9.58
01612 - Word Processor II	10.73
01613 - Word Processor III	13.41
<b>03000 - Automatic Data Processing Occupations</b>	
03010 - Computer Data Librarian	9.83
03041 - Computer Operator I	10.44
03042 - Computer Operator II	14.05
03043 - Computer Operator III	15.72
03044 - Computer Operator IV	17.47
03045 - Computer Operator V	19.35
03071 - Computer Programmer I (1)	17.76
03072 - Computer Programmer II (1)	23.82
03073 - Computer Programmer III (1)	27.17
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	22.14
03102 - Computer Systems Analyst II (1)	26.56
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	10.44
<b>05000 - Automotive Service Occupations</b>	
05005 - Automotive Body Repairer, Fiberglass	15.63
05010 - Automotive Glass Installer	13.69
05040 - Automotive Worker	13.69
05070 - Electrician, Automotive	14.67
05100 - Mobile Equipment Servicer	11.73
05130 - Motor Equipment Metal Mechanic	15.63
05160 - Motor Equipment Metal Worker	13.69
05190 - Motor Vehicle Mechanic	16.49
05220 - Motor Vehicle Mechanic Helper	10.75
05250 - Motor Vehicle Upholstery Worker	12.70
05280 - Motor Vehicle Wrecker	13.69
05310 - Painter, Automotive	14.67
05340 - Radiator Repair Specialist	13.69
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	15.63
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	7.05
07010 - Baker	10.41
07041 - Cook I	9.48
07042 - Cook II	11.06
07070 - Dishwasher	6.37
07130 - Meat Cutter	10.41
07250 - Waiter/Waitress	7.02
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	14.67
09040 - Furniture Handler	8.80
09070 - Furniture Refinisher	14.67
09100 - Furniture Refinisher Helper	10.75
09110 - Furniture Repairer, Minor	11.95
09130 - Upholsterer	14.67
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	6.70
11060 - Elevator Operator	7.06
11090 - Gardener	10.70
11121 - House Keeping Aid I	6.68
11122 - House Keeping Aid II	7.25
11150 - Janitor	7.43
11210 - Laborer, Grounds Maintenance	8.02
11240 - Maid or Houseman	6.60
11270 - Pest Controller	11.99
11300 - Refuse Collector	6.89
11330 - Tractor Operator	9.82
11360 - Window Cleaner	8.35

**12000 - Health Occupations**

12020 - Dental Assistant	11.54
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.30
12071 - Licensed Practical Nurse I	12.74
12072 - Licensed Practical Nurse II	14.30
12073 - Licensed Practical Nurse III	15.99
12100 - Medical Assistant	10.35
12130 - Medical Laboratory Technician	12.57
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.76
12222 - Nursing Assistant II	8.73
12223 - Nursing Assistant III	9.53
12224 - Nursing Assistant IV	10.69
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.29
12311 - Registered Nurse I	18.20
12312 - Registered Nurse II	22.28
12313 - Registered Nurse II, Specialist	22.28
12314 - Registered Nurse III	26.95
12315 - Registered Nurse III, Anesthetist	26.95
12316 - Registered Nurse IV	32.28

**13000 - Information and Arts Occupations**

13002 - Audiovisual Librarian	19.93
13011 - Exhibits Specialist I	19.15
13012 - Exhibits Specialist II	23.08
13013 - Exhibits Specialist III	26.14
13041 - Illustrator I	19.15
13042 - Illustrator II	23.08
13043 - Illustrator III	26.14
13047 - Librarian	22.08
13050 - Library Technician	12.44
13071 - Photographer I	11.95
13072 - Photographer II	15.32
13073 - Photographer III	19.16
13074 - Photographer IV	22.77
13075 - Photographer V	25.97

**15000 - Laundry, Dry Cleaning, Pressing and Related Occupations**

15010 - Assembler	6.61
15030 - Counter Attendant	6.61
15040 - Dry Cleaner	8.05
15070 - Finisher, Flatwork, Machine	6.61
15090 - Presser, Hand	6.61
15100 - Presser, Machine, Drycleaning	6.61
15130 - Presser, Machine, Shirts	6.61
15160 - Presser, Machine, Wearing Apparel, Laundry	6.61
15190 - Sewing Machine Operator	8.52
15220 - Tailor	9.37
15250 - Washer, Machine	7.09

**19000 - Machine Tool Operation and Repair Occupations**

19010 - Machine-Tool Operator (Toolroom)	14.67
19040 - Tool and Die Maker	18.42

**21000 - Material Handling and Packing Occupations**

21010 - Fuel Distribution System Operator	13.82
21020 - Material Coordinator	12.32
21030 - Material Expediter	12.32
21040 - Material Handling Laborer	7.84
21050 - Order Filler	10.19
21071 - Forklift Operator	10.39
21080 - Production Line Worker (Food Processing)	10.86
21100 - Shipping/Receiving Clerk	10.02
21130 - Shipping Packer	10.02
21140 - Store Worker I	8.54

21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.10
21210 - Tools and Parts Attendant	10.86
21400 - Warehouse Specialist	10.86
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	19.29
23040 - Aircraft Mechanic Helper	13.27
23050 - Aircraft Quality Control Inspector	20.52
23060 - Aircraft Servicer	15.60
23070 - Aircraft Worker	16.82
23100 - Appliance Mechanic	14.67
23120 - Bicycle Repairer	11.33
23125 - Cable Splicer	17.19
23130 - Carpenter, Maintenance	14.67
23140 - Carpet Layer	13.69
23160 - Electrician, Maintenance	17.10
23181 - Electronics Technician, Maintenance I	16.12
23182 - Electronics Technician, Maintenance II	19.80
23183 - Electronics Technician, Maintenance III	21.07
23260 - Fabric Worker	12.70
23290 - Fire Alarm System Mechanic	15.63
23310 - Fire Extinguisher Repairer	11.73
23340 - Fuel Distribution System Mechanic	18.42
23370 - General Maintenance Worker	13.69
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15.63
23430 - Heavy Equipment Mechanic	17.19
23440 - Heavy Equipment Operator	15.63
23460 - Instrument Mechanic	15.63
23470 - Laborer	7.84
23500 - Locksmith	14.67
23530 - Machinery Maintenance Mechanic	16.14
23550 - Machinist, Maintenance	15.98
23580 - Maintenance Trades Helper	10.75
23640 - Millwright	17.46
23700 - Office Appliance Repairer	14.67
23740 - Painter, Aircraft	14.67
23760 - Painter, Maintenance	14.67
23790 - Pipefitter, Maintenance	15.76
23800 - Plumber, Maintenance	14.79
23820 - Pneudraulic Systems Mechanic	15.63
23850 - Rigger	15.63
23870 - Scale Mechanic	13.69
23890 - Sheet-Metal Worker, Maintenance	15.63
23910 - Small Engine Mechanic	13.76
23930 - Telecommunication Mechanic I	18.70
23931 - Telecommunication Mechanic II	19.89
23950 - Telephone Lineman	17.19
23960 - Welder, Combination, Maintenance	15.63
23965 - Well Driller	15.63
23970 - Woodcraft Worker	15.63
23980 - Woodworker	11.73
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	8.41
24580 - Child Care Center Clerk	10.49
24600 - Chore Aid	6.23
24630 - Homemaker	12.70
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	16.75
25040 - Sewage Plant Operator	15.63
25070 - Stationary Engineer	16.75
25190 - Ventilation Equipment Tender	10.98
25210 - Water Treatment Plant Operator	15.63



<b>27000 - Protective Service Occupations</b>	
(not set) - Police Officer	20.13
27004 - Alarm Monitor	12.33
27006 - Corrections Officer	17.48
27010 - Court Security Officer	17.48
27040 - Detention Officer	17.48
27070 - Firefighter	19.83
27101 - Guard I	7.26
27102 - Guard II	11.42
<b>28000 - Stevedoring/Longshoremen Occupations</b>	
28010 - Blocker and Bracer	15.20
28020 - Hatch Tender	15.20
28030 - Line Handler	15.20
28040 - Stevedore I	14.81
28050 - Stevedore II	18.11
<b>29000 - Technical Occupations</b>	
21150 - Graphic Artist	19.52
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	22.04
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	17.29
29024 - Archeological Technician II	19.33
29025 - Archeological Technician III	23.95
29030 - Cartographic Technician	25.12
29035 - Computer Based Training (CBT) Specialist/ Instructor	23.65
29040 - Civil Engineering Technician	18.93
29061 - Drafter I	13.16
29062 - Drafter II	15.41
29063 - Drafter III	19.99
29064 - Drafter IV	26.25
29081 - Engineering Technician I	11.29
29082 - Engineering Technician II	14.72
29083 - Engineering Technician III	18.43
29084 - Engineering Technician IV	22.69
29085 - Engineering Technician V	26.70
29086 - Engineering Technician VI	30.43
29090 - Environmental Technician	18.11
29100 - Flight Simulator/Instructor (Pilot)	26.56
29160 - Instructor	20.51
29210 - Laboratory Technician	15.08
29240 - Mathematical Technician	24.90
29361 - Paralegal/Legal Assistant I	14.31
29362 - Paralegal/Legal Assistant II	19.00
29363 - Paralegal/Legal Assistant III	21.32
29364 - Paralegal/Legal Assistant IV	28.11
29390 - Photooptics Technician	22.90
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29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
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29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.08
29622 - Weather Observer, Upper Air (3)	16.08
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31290 - Shuttle Bus Driver	11.32
31300 - Taxi Driver	9.55
31361 - Truckdriver, Light Truck	11.32
31362 - Truckdriver, Medium Truck	12.96
31363 - Truckdriver, Heavy Truck	13.90

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99020 - Animal Caretaker	8.82
99030 - Cashier	7.04
99041 - Carnival Equipment Operator	9.59
99042 - Carnival Equipment Repairer	10.45
99043 - Carnival Worker	6.96
99050 - Desk Clerk	9.41
99095 - Embalmer	20.02
99300 - Lifeguard	10.52
99310 - Mortician	20.02
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.06
99500 - Recreation Specialist	11.65
99510 - Recycling Worker	9.48
99610 - Sales Clerk	8.96
99620 - School Crossing Guard (Crosswalk Attendant)	7.71
99630 - Sport Official	9.97
99658 - Survey Party Chief (Chief of Party)	15.50
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.67
99660 - Surveying Aide	10.74
99690 - Swimming Pool Operator	11.25
99720 - Vending Machine Attendant	8.85
99730 - Vending Machine Repairer	11.25
99740 - Vending Machine Repairer Helper	8.85

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1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

*****		
REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
William W. Gross	Division of	Wage Determination No.: <b>1994-2516</b>
Director	Wage Determinations	Revision No.: <b>26</b>
		Date Of Revision: <b>05/23/2005</b>
State: <b>Texas</b>		

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, **Harris**, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
<b>01000 - Administrative Support and Clerical Occupations</b>	
01011 - Accounting Clerk I	11.45
01012 - Accounting Clerk II	12.35
01013 - Accounting Clerk III	13.86
01014 - Accounting Clerk IV	15.29
01030 - Court Reporter	17.73
01050 - Dispatcher, Motor Vehicle	15.40
01060 - Document Preparation Clerk	12.07
01070 - Messenger (Courier)	9.87
01090 - Duplicating Machine Operator	12.07
01110 - Film/Tape Librarian	11.50
01115 - General Clerk I	9.63
01116 - General Clerk II	10.80
01117 - General Clerk III	12.97
01118 - General Clerk IV	14.88
01120 - Housing Referral Assistant	19.36
01131 - Key Entry Operator I	11.20
01132 - Key Entry Operator II	14.32
01191 - Order Clerk I	13.36
01192 - Order Clerk II	15.24
01261 - Personnel Assistant (Employment) I	12.28
01262 - Personnel Assistant (Employment) II	13.79
01263 - Personnel Assistant (Employment) III	16.50
01264 - Personnel Assistant (Employment) IV	17.63
01270 - Production Control Clerk	18.50
01290 - Rental Clerk	14.34
01300 - Scheduler, Maintenance	14.67
01311 - Secretary I	14.67
01312 - Secretary II	17.73
01313 - Secretary III	19.36
01314 - Secretary IV	22.76
01315 - Secretary V	25.57
01320 - Service Order Dispatcher	14.63
01341 - Stenographer I	12.72
01342 - Stenographer II	15.12
01400 - Supply Technician	22.76
01420 - Survey Worker (Interviewer)	15.53
01460 - Switchboard Operator-Receptionist	10.88
01510 - Test Examiner	17.73
01520 - Test Proctor	17.73
01531 - Travel Clerk I	11.56

01532 - Travel Clerk II	12.46
01533 - Travel Clerk III	13.33
01611 - Word Processor I	11.45
01612 - Word Processor II	13.79
01613 - Word Processor III	16.27
<b>03000 - Automatic Data Processing Occupations</b>	
03010 - Computer Data Librarian	13.45
03041 - Computer Operator I	13.45
03042 - Computer Operator II	15.53
03043 - Computer Operator III	17.54
03044 - Computer Operator IV	24.69
03045 - Computer Operator V	23.90
03071 - Computer Programmer I (1)	21.12
03072 - Computer Programmer II (1)	26.16
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.41
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.45
<b>05000 - Automotive Service Occupations</b>	
05005 - Automotive Body Repairer, Fiberglass	21.26
05010 - Automotive Glass Installer	21.68
05040 - Automotive Worker	20.91
05070 - Electrician, Automotive	22.66
05100 - Mobile Equipment Servicer	19.27
05130 - Motor Equipment Metal Mechanic	24.53
05160 - Motor Equipment Metal Worker	20.91
05190 - Motor Vehicle Mechanic	24.53
05220 - Motor Vehicle Mechanic Helper	18.48
05250 - Motor Vehicle Upholstery Worker	19.84
05280 - Motor Vehicle Wrecker	20.91
05310 - Painter, Automotive	22.66
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.17
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	8.01
07010 - Baker	10.04
07041 - Cook I	8.65
07042 - Cook II	9.33
07070 - Dishwasher	8.11
07130 - Meat Cutter	12.36
07250 - Waiter/Waitress	7.75
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	11.74
09070 - Furniture Refinisher	16.09
09100 - Furniture Refinisher Helper	13.74
09110 - Furniture Repairer, Minor	15.29
09130 - Upholsterer	16.65
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	9.12
11060 - Elevator Operator	7.39
11090 - Gardener	12.14
11121 - House Keeping Aid I	7.27
11122 - House Keeping Aid II	7.68
11150 - Janitor	8.17
11210 - Laborer, Grounds Maintenance	9.75
11240 - Maid or Houseman	7.27
11270 - Pest Controller	12.98
11300 - Refuse Collector	9.12
11330 - Tractor Operator	11.44

11360 - Window Cleaner	8.92
<b>12000 - Health Occupations</b>	
12020 - Dental Assistant	14.22
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.93
12071 - Licensed Practical Nurse I	14.15
12072 - Licensed Practical Nurse II	15.88
12073 - Licensed Practical Nurse III	17.10
12100 - Medical Assistant	11.91
12130 - Medical Laboratory Technician	13.90
12160 - Medical Record Clerk	13.13
12190 - Medical Record Technician	16.02
12221 - Nursing Assistant I	7.08
12222 - Nursing Assistant II	9.82
12223 - Nursing Assistant III	10.62
12224 - Nursing Assistant IV	12.40
12250 - Pharmacy Technician	13.10
12280 - Phlebotomist	13.30
12311 - Registered Nurse I	24.51
12312 - Registered Nurse II	30.20
12313 - Registered Nurse II, Specialist	32.08
12314 - Registered Nurse III	37.96
12315 - Registered Nurse III, Anesthetist	37.96
12316 - Registered Nurse IV	43.48
<b>13000 - Information and Arts Occupations</b>	
13002 - Audiovisual Librarian	18.40
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	24.74
13013 - Exhibits Specialist III	28.94
13041 - Illustrator I	17.60
13042 - Illustrator II	22.56
13043 - Illustrator III	26.40
13047 - Librarian	23.29
13050 - Library Technician	12.96
13071 - Photographer I	13.93
13072 - Photographer II	17.60
13073 - Photographer III	22.56
13074 - Photographer IV	26.40
13075 - Photographer V	30.06
<b>15000 - Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010 - Assembler	7.98
15030 - Counter Attendant	7.98
15040 - Dry Cleaner	10.25
15070 - Finisher, Flatwork, Machine	7.98
15090 - Presser, Hand	7.98
15100 - Presser, Machine, Drycleaning	7.98
15130 - Presser, Machine, Shirts	7.98
15160 - Presser, Machine, Wearing Apparel, Laundry	7.98
15190 - Sewing Machine Operator	10.85
15220 - Tailor	11.67
15250 - Washer, Machine	8.76
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Toolroom)	16.65
19040 - Tool and Die Maker	19.20
<b>21000 - Material Handling and Packing Occupations</b>	
21010 - Fuel Distribution System Operator	16.33
21020 - Material Coordinator	18.50
21030 - Material Expediter	18.50
21040 - Material Handling Laborer	12.26
21050 - Order Filler	10.53
21071 - Forklift Operator	12.84
21080 - Production Line Worker (Food Processing)	12.84
21100 - Shipping/Receiving Clerk	12.43
21130 - Shipping Packer	12.43



21140 - Store Worker I	9.57
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.57
21210 - Tools and Parts Attendant	13.58
21400 - Warehouse Specialist	12.84
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	23.19
23040 - Aircraft Mechanic Helper	18.07
23050 - Aircraft Quality Control Inspector	24.21
23060 - Aircraft Servicer	20.10
23070 - Aircraft Worker	21.18
23100 - Appliance Mechanic	16.65
23120 - Bicycle Repairer	13.91
23125 - Cable Splicer	20.27
23130 - Carpenter, Maintenance	18.58
23140 - Carpet Layer	15.92
23160 - Electrician, Maintenance	25.19
23181 - Electronics Technician, Maintenance I	15.91
23182 - Electronics Technician, Maintenance II	20.59
23183 - Electronics Technician, Maintenance III	24.17
23260 - Fabric Worker	15.00
23290 - Fire Alarm System Mechanic	17.43
23310 - Fire Extinguisher Repairer	14.40
23340 - Fuel Distribution System Mechanic	19.17
23370 - General Maintenance Worker	15.46
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.17
23430 - Heavy Equipment Mechanic	17.43
23440 - Heavy Equipment Operator	17.43
23460 - Instrument Mechanic	17.47
23470 - Laborer	10.14
23500 - Locksmith	16.65
23530 - Machinery Maintenance Mechanic	19.81
23550 - Machinist, Maintenance	20.16
23580 - Maintenance Trades Helper	13.58
23640 - Millwright	19.48
23700 - Office Appliance Repairer	16.65
23740 - Painter, Aircraft	18.32
23760 - Painter, Maintenance	16.65
23790 - Pipefitter, Maintenance	19.33
23800 - Plumber, Maintenance	18.87
23820 - Pneudraulic Systems Mechanic	17.47
23850 - Rigger	17.47
23870 - Scale Mechanic	15.92
23890 - Sheet-Metal Worker, Maintenance	17.43
23910 - Small Engine Mechanic	15.92
23930 - Telecommunication Mechanic I	21.33
23931 - Telecommunication Mechanic II	22.28
23950 - Telephone Lineman	21.09
23960 - Welder, Combination, Maintenance	17.43
23965 - Well Driller	17.43
23970 - Woodcraft Worker	17.47
23980 - Woodworker	10.27
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	9.68
24580 - Child Care Center Clerk	12.06
24600 - Chore Aid	6.36
24630 - Homemaker	15.41
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	21.14
25040 - Sewage Plant Operator	17.00
25070 - Stationary Engineer	21.14
25190 - Ventilation Equipment Tender	14.33
25210 - Water Treatment Plant Operator	16.65

<b>27000 - Protective Service Occupations</b>	
(not set) - Police Officer	21.21
27004 - Alarm Monitor	13.96
27006 - Corrections Officer	18.04
27010 - Court Security Officer	18.04
27040 - Detention Officer	18.04
27070 - Firefighter	17.70
27101 - Guard I	10.14
27102 - Guard II	17.90
<b>28000 - Stevedoring/Longshoremen Occupations</b>	
28010 - Blocker and Bracer	16.16
28020 - Hatch Tender	16.16
28030 - Line Handler	16.16
28040 - Stevedore I	15.12
28050 - Stevedore II	17.21
<b>29000 - Technical Occupations</b>	
21150 - Graphic Artist	23.11
29010 - Air Traffic Control Specialist, Center (2)	35.18
29011 - Air Traffic Control Specialist, Station (2)	24.26
29012 - Air Traffic Control Specialist, Terminal (2)	26.71
29023 - Archeological Technician I	19.34
29024 - Archeological Technician II	21.66
29025 - Archeological Technician III	26.79
29030 - Cartographic Technician	27.31
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.70
29040 - Civil Engineering Technician	24.82
29061 - Drafter I	16.82
29062 - Drafter II	17.44
29063 - Drafter III	21.12
29064 - Drafter IV	26.79
29081 - Engineering Technician I	15.08
29082 - Engineering Technician II	18.74
29083 - Engineering Technician III	21.81
29084 - Engineering Technician IV	27.69
29085 - Engineering Technician V	36.15
29086 - Engineering Technician VI	41.10
29090 - Environmental Technician	24.76
29100 - Flight Simulator/Instructor (Pilot)	32.45
29160 - Instructor	23.47
29210 - Laboratory Technician	19.77
29240 - Mathematical Technician	28.04
29361 - Paralegal/Legal Assistant I	17.80
29362 - Paralegal/Legal Assistant II	21.38
29363 - Paralegal/Legal Assistant III	26.62
29364 - Paralegal/Legal Assistant IV	29.59
29390 - Photooptics Technician	26.79
29480 - Technical Writer	24.02
29491 - Unexploded Ordnance (UXO) Technician I	22.35
29492 - Unexploded Ordnance (UXO) Technician II	27.05
29493 - Unexploded Ordnance (UXO) Technician III	34.42
29494 - Unexploded (UXO) Safety Escort	22.35
29495 - Unexploded (UXO) Sweep Personnel	22.35
29620 - Weather Observer, Senior (3)	21.81
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.99
29622 - Weather Observer, Upper Air	17.99
<b>31000 - Transportation/ Mobile Equipment Operation Occupations</b>	
31030 - Bus Driver	15.48
31260 - Parking and Lot Attendant	8.34
31290 - Shuttle Bus Driver	12.67
31300 - Taxi Driver	9.00
31361 - Truckdriver, Light Truck	12.67
31362 - Truckdriver, Medium Truck	14.97
31363 - Truckdriver, Heavy Truck	16.00

31364 - Truckdriver, Tractor-Trailer	16.00
<b>99000 - Miscellaneous Occupations</b>	
99020 - Animal Caretaker	8.21
99030 - Cashier	9.10
99041 - Carnival Equipment Operator	9.72
99042 - Carnival Equipment Repairer	10.22
99043 - Carnival Worker	7.50
99050 - Desk Clerk	10.65
99095 - Embalmer	19.59
99300 - Lifeguard	11.75
99310 - Mortician	24.04
99350 - Park Attendant (Aide)	14.75
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.48
99500 - Recreation Specialist	14.74
99510 - Recycling Worker	13.45
99610 - Sales Clerk	10.85
99620 - School Crossing Guard (Crosswalk Attendant)	8.29
99630 - Sport Official	11.47
99658 - Survey Party Chief (Chief of Party)	19.92
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.23
99660 - Surveying Aide	13.64
99690 - Swimming Pool Operator	13.10
99720 - Vending Machine Attendant	10.91
99730 - Vending Machine Repairer	13.10
99740 - Vending Machine Repairer Helper	11.19

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

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The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

\*\*\*\*\*

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross                      Division of  
Director                      Wage Determinations

Wage Determination No.: **1994-2544**  
Revision No.: **32**  
Date Of Revision: **05/23/2005**

States: North Carolina, **Virginia**

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank,  
Perquimans Virginia Counties of Chesapeake, Gloucester, **Hampton**, Isle of Wight,  
James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton,  
Suffolk, Surry, Virginia Beach, Williamsburg, York

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	9.22
01012 - Accounting Clerk II	11.04
01013 - Accounting Clerk III	13.48
01014 - Accounting Clerk IV	15.08
01030 - Court Reporter	14.23
01050 - Dispatcher, Motor Vehicle	13.13
01060 - Document Preparation Clerk	10.92
01070 - Messenger (Courier)	9.55
01090 - Duplicating Machine Operator	10.92
01110 - Film/Tape Librarian	10.56
01115 - General Clerk I	8.73
01116 - General Clerk II	10.75
01117 - General Clerk III	13.37
01118 - General Clerk IV	14.95
01120 - Housing Referral Assistant	19.00
01131 - Key Entry Operator I	10.04
01132 - Key Entry Operator II	12.64
01191 - Order Clerk I	13.46
01192 - Order Clerk II	17.61
01261 - Personnel Assistant (Employment) I	12.85
01262 - Personnel Assistant (Employment) II	14.85
01263 - Personnel Assistant (Employment) III	16.62
01264 - Personnel Assistant (Employment) IV	18.52
01270 - Production Control Clerk	19.83
01290 - Rental Clerk	12.49
01300 - Scheduler, Maintenance	14.30
01311 - Secretary I	14.59
01312 - Secretary II	16.65
01313 - Secretary III	19.00
01314 - Secretary IV	22.28
01315 - Secretary V	23.39
01320 - Service Order Dispatcher	13.13
01341 - Stenographer I	11.56
01342 - Stenographer II	14.19
01400 - Supply Technician	22.28
01420 - Survey Worker (Interviewer)	12.02
01460 - Switchboard Operator-Receptionist	10.43
01510 - Test Examiner	16.65
01520 - Test Proctor	16.65
01531 - Travel Clerk I	10.12

01532 - Travel Clerk II	10.81
01533 - Travel Clerk III	11.46
01611 - Word Processor I	11.95
01612 - Word Processor II	14.41
01613 - Word Processor III	15.07
<b>03000 - Automatic Data Processing Occupations</b>	
03010 - Computer Data Librarian	11.39
03041 - Computer Operator I	13.35
03042 - Computer Operator II	15.42
03043 - Computer Operator III	17.47
03044 - Computer Operator IV	20.13
03045 - Computer Operator V	21.51
03071 - Computer Programmer I (1)	19.54
03072 - Computer Programmer II (1)	22.11
03073 - Computer Programmer III (1)	26.37
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.35
<b>05000 - Automotive Service Occupations</b>	
05005 - Automotive Body Repairer, Fiberglass	20.02
05010 - Automotive Glass Installer	16.60
05040 - Automotive Worker	16.60
05070 - Electrician, Automotive	17.38
05100 - Mobile Equipment Servicer	15.00
05130 - Motor Equipment Metal Mechanic	18.20
05160 - Motor Equipment Metal Worker	16.60
05190 - Motor Vehicle Mechanic	18.20
05220 - Motor Vehicle Mechanic Helper	14.15
05250 - Motor Vehicle Upholstery Worker	15.78
05280 - Motor Vehicle Wrecker	16.60
05310 - Painter, Automotive	17.38
05340 - Radiator Repair Specialist	15.78
05370 - Tire Repairer	13.37
05400 - Transmission Repair Specialist	18.20
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	7.94
07010 - Baker	9.25
07041 - Cook I	8.46
07042 - Cook II	9.35
07070 - Dishwasher	7.85
07130 - Meat Cutter	13.46
07250 - Waiter/Waitress	7.56
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	13.34
09070 - Furniture Refinisher	16.03
09100 - Furniture Refinisher Helper	13.05
09110 - Furniture Repairer, Minor	14.56
09130 - Upholsterer	16.03
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	9.58
11060 - Elevator Operator	9.58
11090 - Gardener	10.19
11121 - House Keeping Aid I	7.59
11122 - House Keeping Aid II	9.73
11150 - Janitor	9.77
11210 - Laborer, Grounds Maintenance	9.52
11240 - Maid or Houseman	7.59
11270 - Pest Controller	12.79
11300 - Refuse Collector	12.12
11330 - Tractor Operator	10.36



11360 - Window Cleaner	10.36
<b>12000 - Health Occupations</b>	
12020 - Dental Assistant	11.88
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.79
12071 - Licensed Practical Nurse I	11.36
12072 - Licensed Practical Nurse II	12.75
12073 - Licensed Practical Nurse III	14.26
12100 - Medical Assistant	10.59
12130 - Medical Laboratory Technician	14.02
12160 - Medical Record Clerk	11.99
12190 - Medical Record Technician	13.15
12221 - Nursing Assistant I	7.77
12222 - Nursing Assistant II	8.74
12223 - Nursing Assistant III	9.54
12224 - Nursing Assistant IV	10.69
12250 - Pharmacy Technician	11.84
12280 - Phlebotomist	12.32
12311 - Registered Nurse I	19.72
12312 - Registered Nurse II	23.42
12313 - Registered Nurse II, Specialist	23.42
12314 - Registered Nurse III	28.34
12315 - Registered Nurse III, Anesthetist	28.34
12316 - Registered Nurse IV	33.96
<b>13000 - Information and Arts Occupations</b>	
13002 - Audiovisual Librarian	15.65
13011 - Exhibits Specialist I	16.06
13012 - Exhibits Specialist II	19.51
13013 - Exhibits Specialist III	21.67
13041 - Illustrator I	19.05
13042 - Illustrator II	23.14
13043 - Illustrator III	25.69
13047 - Librarian	24.61
13050 - Library Technician	13.02
13071 - Photographer I	12.66
13072 - Photographer II	16.78
13073 - Photographer III	20.39
13074 - Photographer IV	22.64
13075 - Photographer V	27.40
<b>15000 - Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010 - Assembler	7.35
15030 - Counter Attendant	7.35
15040 - Dry Cleaner	9.39
15070 - Finisher, Flatwork, Machine	7.35
15090 - Presser, Hand	7.35
15100 - Presser, Machine, Drycleaning	7.35
15130 - Presser, Machine, Shirts	7.35
15160 - Presser, Machine, Wearing Apparel, Laundry	7.35
15190 - Sewing Machine Operator	10.06
15220 - Tailor	10.74
15250 - Washer, Machine	8.03
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Toolroom)	20.07
19040 - Tool and Die Maker	22.24
<b>21000 - Material Handling and Packing Occupations</b>	
21010 - Fuel Distribution System Operator	15.62
21020 - Material Coordinator	19.83
21030 - Material Expediter	19.83
21040 - Material Handling Laborer	10.63
21050 - Order Filler	10.15
21071 - Forklift Operator	14.67
21080 - Production Line Worker (Food Processing)	14.67
21100 - Shipping/Receiving Clerk	12.25
21130 - Shipping Packer	12.25

21140 - Store Worker I	11.32
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.14
21210 - Tools and Parts Attendant	14.93
21400 - Warehouse Specialist	14.67
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	20.68
23040 - Aircraft Mechanic Helper	15.24
23050 - Aircraft Quality Control Inspector	21.60
23060 - Aircraft Servicer	16.99
23070 - Aircraft Worker	17.87
23100 - Appliance Mechanic	17.63
23120 - Bicycle Repairer	13.37
23125 - Cable Splicer	22.35
23130 - Carpenter, Maintenance	16.03
23140 - Carpet Layer	17.61
23160 - Electrician, Maintenance	20.86
23181 - Electronics Technician, Maintenance I	18.47
23182 - Electronics Technician, Maintenance II	18.89
23183 - Electronics Technician, Maintenance III	20.24
23260 - Fabric Worker	15.25
23290 - Fire Alarm System Mechanic	17.92
23310 - Fire Extinguisher Repairer	14.35
23340 - Fuel Distribution System Mechanic	18.95
23370 - General Maintenance Worker	15.31
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.79
23430 - Heavy Equipment Mechanic	16.79
23440 - Heavy Equipment Operator	16.79
23460 - Instrument Mechanic	17.92
23470 - Laborer	10.02
23500 - Locksmith	18.17
23530 - Machinery Maintenance Mechanic	18.43
23550 - Machinist, Maintenance	16.79
23580 - Maintenance Trades Helper	13.05
23640 - Millwright	22.64
23700 - Office Appliance Repairer	17.05
23740 - Painter, Aircraft	18.24
23760 - Painter, Maintenance	16.03
23790 - Pipefitter, Maintenance	18.73
23800 - Plumber, Maintenance	17.88
23820 - Pneudraulic Systems Mechanic	17.92
23850 - Rigger	17.51
23870 - Scale Mechanic	16.13
23890 - Sheet-Metal Worker, Maintenance	16.79
23910 - Small Engine Mechanic	15.31
23930 - Telecommunication Mechanic I	18.47
23931 - Telecommunication Mechanic II	22.18
23950 - Telephone Lineman	18.47
23960 - Welder, Combination, Maintenance	17.08
23965 - Well Driller	16.79
23970 - Woodcraft Worker	17.92
23980 - Woodworker	13.84
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	7.32
24580 - Child Care Center Clerk	11.32
24600 - Chore Aid	6.93
24630 - Homemaker	10.88
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	17.90
25040 - Sewage Plant Operator	17.81
25070 - Stationary Engineer	17.90
25190 - Ventilation Equipment Tender	14.36
25210 - Water Treatment Plant Operator	17.81

<b>27000 - Protective Service Occupations</b>	
(not set) - Police Officer	19.22
27004 - Alarm Monitor	13.15
27006 - Corrections Officer	13.78
27010 - Court Security Officer	15.80
27040 - Detention Officer	13.78
27070 - Firefighter	14.27
27101 - Guard I	9.61
27102 - Guard II	11.50
<b>28000 - Stevedoring/Longshoremen Occupations</b>	
28010 - Blocker and Bracer	16.13
28020 - Hatch Tender	16.13
28030 - Line Handler	16.13
28040 - Stevedore I	16.59
28050 - Stevedore II	18.22
<b>29000 - Technical Occupations</b>	
21150 - Graphic Artist	18.24
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.72
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	14.11
29024 - Archeological Technician II	16.21
29025 - Archeological Technician III	20.02
29030 - Cartographic Technician	21.83
29035 - Computer Based Training (CBT) Specialist/ Instructor	29.49
29040 - Civil Engineering Technician	18.89
29061 - Drafter I	12.70
29062 - Drafter II	14.29
29063 - Drafter III	17.96
29064 - Drafter IV	21.83
29081 - Engineering Technician I	15.58
29082 - Engineering Technician II	16.67
29083 - Engineering Technician III	20.54
29084 - Engineering Technician IV	24.87
29085 - Engineering Technician V	29.05
29086 - Engineering Technician VI	35.89
29090 - Environmental Technician	16.43
29100 - Flight Simulator/Instructor (Pilot)	29.83
29160 - Instructor	22.57
29210 - Laboratory Technician	16.35
29240 - Mathematical Technician	21.83
29361 - Paralegal/Legal Assistant I	13.95
29362 - Paralegal/Legal Assistant II	16.94
29363 - Paralegal/Legal Assistant III	20.73
29364 - Paralegal/Legal Assistant IV	25.07
29390 - Photooptics Technician	21.83
29480 - Technical Writer	23.34
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	18.44
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.04
29622 - Weather Observer, Upper Air (3)	17.04
<b>31000 - Transportation/ Mobile Equipment Operation Occupations</b>	
31030 - Bus Driver	11.91
31260 - Parking and Lot Attendant	7.72
31290 - Shuttle Bus Driver	11.13
31300 - Taxi Driver	10.29
31361 - Truckdriver, Light Truck	11.13
31362 - Truckdriver, Medium Truck	12.19
31363 - Truckdriver, Heavy Truck	14.67

31364 - Truckdriver, Tractor-Trailer	14.67
<b>99000 - Miscellaneous Occupations</b>	
99020 - Animal Caretaker	8.25
99030 - Cashier	8.05
99041 - Carnival Equipment Operator	10.29
99042 - Carnival Equipment Repairer	10.80
99043 - Carnival Worker	7.33
99050 - Desk Clerk	8.48
99095 - Embalmer	18.35
99300 - Lifeguard	10.52
99310 - Mortician	25.42
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.51
99500 - Recreation Specialist	14.85
99510 - Recycling Worker	14.85
99610 - Sales Clerk	9.98
99620 - School Crossing Guard (Crosswalk Attendant)	9.62
99630 - Sport Official	9.34
99658 - Survey Party Chief (Chief of Party)	16.54
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.04
99660 - Surveying Aide	10.33
99690 - Swimming Pool Operator	12.86
99720 - Vending Machine Attendant	12.62
99730 - Vending Machine Repairer	14.78
99740 - Vending Machine Repairer Helper	12.62

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}****Conformance Process:**

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information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross                      Division of  
Director                              Wage Determinations

Wage Determination No.: **1994-2574**  
Revision No.: **18**  
Date Of Revision: **05/23/2005**

States: Kentucky, Ohio, **West Virginia**

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Pike Ohio Counties of Monroe, Morgan, Noble, Washington

West Virginia - All Counties except: Berkeley, Jefferson

Note: **West Virginia includes all counties except Berkeley and Jefferson counties.**

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	9.59
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01117 - General Clerk III	12.02
01118 - General Clerk IV	13.50
01120 - Housing Referral Assistant	14.85
01131 - Key Entry Operator I	10.02
01132 - Key Entry Operator II	12.18
01191 - Order Clerk I	9.30
01192 - Order Clerk II	11.05
01261 - Personnel Assistant (Employment) I	10.98
01262 - Personnel Assistant (Employment) II	12.32
01263 - Personnel Assistant (Employment) III	15.43
01264 - Personnel Assistant (Employment) IV	17.34
01270 - Production Control Clerk	15.96
01290 - Rental Clerk	11.99
01300 - Scheduler, Maintenance	11.99
01311 - Secretary I	11.99
01312 - Secretary II	13.41
01313 - Secretary III	14.63
01314 - Secretary IV	16.51
01315 - Secretary V	18.29
01320 - Service Order Dispatcher	13.19
01341 - Stenographer I	14.86
01342 - Stenographer II	16.69
01400 - Supply Technician	16.51
01420 - Survey Worker (Interviewer)	13.41
01460 - Switchboard Operator-Receptionist	8.77
01510 - Test Examiner	13.41



01520 - Test Proctor	13.41
01531 - Travel Clerk I	10.84
01532 - Travel Clerk II	11.57
01533 - Travel Clerk III	12.33
01611 - Word Processor I	11.08
01612 - Word Processor II	12.44
01613 - Word Processor III	13.91
<b>03000 - Automatic Data Processing Occupations</b>	
03010 - Computer Data Librarian	11.13
03041 - Computer Operator I	11.50
03042 - Computer Operator II	12.86
03043 - Computer Operator III	14.33
03044 - Computer Operator IV	15.93
03045 - Computer Operator V	17.94
03071 - Computer Programmer I (1)	15.53
03072 - Computer Programmer II (1)	19.23
03073 - Computer Programmer III (1)	23.54
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	23.42
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.50
<b>05000 - Automotive Service Occupations</b>	
05005 - Automotive Body Repairer, Fiberglass	15.24
05010 - Automotive Glass Installer	14.02
05040 - Automotive Worker	14.02
05070 - Electrician, Automotive	14.52
05100 - Mobile Equipment Servicer	12.99
05130 - Motor Equipment Metal Mechanic	15.03
05160 - Motor Equipment Metal Worker	14.02
05190 - Motor Vehicle Mechanic	15.03
05220 - Motor Vehicle Mechanic Helper	12.44
05250 - Motor Vehicle Upholstery Worker	13.53
05280 - Motor Vehicle Wrecker	14.02
05310 - Painter, Automotive	14.52
05340 - Radiator Repair Specialist	14.02
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	15.04
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	7.30
07010 - Baker	9.39
07041 - Cook I	8.68
07042 - Cook II	9.39
07070 - Dishwasher	7.16
07130 - Meat Cutter	10.64
07250 - Waiter/Waitress	7.65
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	14.72
09040 - Furniture Handler	11.58
09070 - Furniture Refinisher	14.72
09100 - Furniture Refinisher Helper	12.62
09110 - Furniture Repairer, Minor	13.71
09130 - Upholsterer	14.72
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	7.89
11060 - Elevator Operator	7.99
11090 - Gardener	9.52
11121 - House Keeping Aid I	7.12
11122 - House Keeping Aid II	7.66
11150 - Janitor	8.68
11210 - Laborer, Grounds Maintenance	8.39
11240 - Maid or Houseman	7.12
11270 - Pest Controller	11.40

11300 - Refuse Collector	9.23
11330 - Tractor Operator	9.60
11360 - Window Cleaner	9.25
<b>12000 - Health Occupations</b>	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071 - Licensed Practical Nurse I	11.07
12072 - Licensed Practical Nurse II	12.43
12073 - Licensed Practical Nurse III	13.90
12100 - Medical Assistant	9.77
12130 - Medical Laboratory Technician	13.45
12160 - Medical Record Clerk	10.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.22
12222 - Nursing Assistant II	9.25
12223 - Nursing Assistant III	10.09
12224 - Nursing Assistant IV	11.33
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.90
12311 - Registered Nurse I	17.20
12312 - Registered Nurse II	21.05
12313 - Registered Nurse II, Specialist	21.05
12314 - Registered Nurse III	25.46
12315 - Registered Nurse III, Anesthetist	25.46
12316 - Registered Nurse IV	30.52
<b>13000 - Information and Arts Occupations</b>	
13002 - Audiovisual Librarian	18.16
13011 - Exhibits Specialist I	12.91
13012 - Exhibits Specialist II	15.99
13013 - Exhibits Specialist III	19.56
13041 - Illustrator I	13.45
13042 - Illustrator II	16.66
13043 - Illustrator III	20.38
13047 - Librarian	18.45
13050 - Library Technician	13.41
13071 - Photographer I	13.25
13072 - Photographer II	14.82
13073 - Photographer III	18.35
13074 - Photographer IV	22.46
13075 - Photographer V	27.17
<b>15000 - Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
15010 - Assembler	7.91
15030 - Counter Attendant	7.91
15040 - Dry Cleaner	10.04
15070 - Finisher, Flatwork, Machine	7.91
15090 - Presser, Hand	7.91
15100 - Presser, Machine, Drycleaning	7.91
15130 - Presser, Machine, Shirts	7.91
15160 - Presser, Machine, Wearing Apparel, Laundry	7.91
15190 - Sewing Machine Operator	10.74
15220 - Tailor	11.41
15250 - Washer, Machine	8.57
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Toolroom)	14.72
19040 - Tool and Die Maker	16.80
<b>21000 - Material Handling and Packing Occupations</b>	
21010 - Fuel Distribution System Operator	15.50
21020 - Material Coordinator	15.96
21030 - Material Expediter	15.96
21040 - Material Handling Laborer	9.00
21050 - Order Filler	10.71
21071 - Forklift Operator	13.91
21080 - Production Line Worker (Food Processing)	13.91

21100 - Shipping/Receiving Clerk	11.05
21130 - Shipping Packer	11.05
21140 - Store Worker I	10.17
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.67
21210 - Tools and Parts Attendant	13.91
21400 - Warehouse Specialist	13.91
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aircraft Mechanic	18.72
23040 - Aircraft Mechanic Helper	15.41
23050 - Aircraft Quality Control Inspector	19.25
23060 - Aircraft Servicer	16.74
23070 - Aircraft Worker	17.35
23100 - Appliance Mechanic	16.19
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	22.37
23130 - Carpenter, Maintenance	16.42
23140 - Carpet Layer	15.63
23160 - Electrician, Maintenance	19.17
23181 - Electronics Technician, Maintenance I	12.72
23182 - Electronics Technician, Maintenance II	20.25
23183 - Electronics Technician, Maintenance III	21.24
23260 - Fabric Worker	14.98
23290 - Fire Alarm System Mechanic	17.53
23310 - Fire Extinguisher Repairer	15.15
23340 - Fuel Distribution System Mechanic	19.03
23370 - General Maintenance Worker	15.63
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.98
23430 - Heavy Equipment Mechanic	17.42
23440 - Heavy Equipment Operator	15.50
23460 - Instrument Mechanic	17.86
23470 - Laborer	8.79
23500 - Locksmith	16.19
23530 - Machinery Maintenance Mechanic	19.62
23550 - Machinist, Maintenance	15.93
23580 - Maintenance Trades Helper	12.94
23640 - Millwright	19.65
23700 - Office Appliance Repairer	17.02
23740 - Painter, Aircraft	16.19
23760 - Painter, Maintenance	16.19
23790 - Pipefitter, Maintenance	18.51
23800 - Plumber, Maintenance	17.87
23820 - Pneudraulic Systems Mechanic	17.86
23850 - Rigger	19.65
23870 - Scale Mechanic	16.34
23890 - Sheet-Metal Worker, Maintenance	17.95
23910 - Small Engine Mechanic	15.62
23930 - Telecommunication Mechanic I	16.76
23931 - Telecommunication Mechanic II	17.35
23950 - Telephone Lineman	16.76
23960 - Welder, Combination, Maintenance	16.76
23965 - Well Driller	17.53
23970 - Woodcraft Worker	17.86
23980 - Woodworker	14.72
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	6.88
24580 - Child Care Center Clerk	8.59
24600 - Chore Aid	6.78
24630 - Homemaker	9.13
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	19.35
25040 - Sewage Plant Operator	15.32
25070 - Stationary Engineer	19.35
25190 - Ventilation Equipment Tender	14.03

25210 - Water Treatment Plant Operator	14.72
<b>27000 - Protective Service Occupations</b>	
(not set) - Police Officer	16.15
27004 - Alarm Monitor	9.12
27006 - Corrections Officer	13.23
27010 - Court Security Officer	14.33
27040 - Detention Officer	13.23
27070 - Firefighter	15.62
27101 - Guard I	8.69
27102 - Guard II	9.72
<b>28000 - Stevedoring/Longshoremen Occupations</b>	
28010 - Blocker and Bracer	15.21
28020 - Hatch Tender	15.21
28030 - Line Handler	15.21
28040 - Stevedore I	14.41
28050 - Stevedore II	15.56
<b>29000 - Technical Occupations</b>	
21150 - Graphic Artist	16.46
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	16.07
29024 - Archeological Technician II	17.96
29025 - Archeological Technician III	22.26
29030 - Cartographic Technician	21.73
29035 - Computer Based Training (CBT) Specialist/ Instructor	20.31
29040 - Civil Engineering Technician	17.60
29061 - Drafter I	12.45
29062 - Drafter II	16.78
29063 - Drafter III	20.47
29064 - Drafter IV	22.56
29081 - Engineering Technician I	14.25
29082 - Engineering Technician II	15.99
29083 - Engineering Technician III	19.55
29084 - Engineering Technician IV	23.78
29085 - Engineering Technician V	29.63
29086 - Engineering Technician VI	35.53
29090 - Environmental Technician	15.73
29100 - Flight Simulator/Instructor (Pilot)	26.49
29160 - Instructor	19.17
29210 - Laboratory Technician	15.28
29240 - Mathematical Technician	22.26
29361 - Paralegal/Legal Assistant I	14.63
29362 - Paralegal/Legal Assistant II	17.10
29363 - Paralegal/Legal Assistant III	20.93
29364 - Paralegal/Legal Assistant IV	25.32
29390 - Photooptics Technician	22.92
29480 - Technical Writer	21.01
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	16.36
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.72
29622 - Weather Observer, Upper Air (3)	14.72
<b>31000 - Transportation/ Mobile Equipment Operation Occupations</b>	
31030 - Bus Driver	10.66
31260 - Parking and Lot Attendant	7.60
31290 - Shuttle Bus Driver	10.51
31300 - Taxi Driver	8.48
31361 - Truckdriver, Light Truck	10.44
31362 - Truckdriver, Medium Truck	12.63

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31363 - Truckdriver, Heavy Truck	13.80
31364 - Truckdriver, Tractor-Trailer	13.80
<b>99000 - Miscellaneous Occupations</b>	
99020 - Animal Caretaker	7.97
99030 - Cashier	6.80
99041 - Carnival Equipment Operator	9.41
99042 - Carnival Equipment Repairer	9.85
99043 - Carnival Worker	7.70
99050 - Desk Clerk	6.98
99095 - Embalmer	18.71
99300 - Lifeguard	10.52
99310 - Mortician	22.06
99350 - Park Attendant (Aide)	11.29
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.51
99500 - Recreation Specialist	10.04
99510 - Recycling Worker	11.13
99610 - Sales Clerk	8.69
99620 - School Crossing Guard (Crosswalk Attendant)	8.76
99630 - Sport Official	7.82
99658 - Survey Party Chief (Chief of Party)	13.30
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.29
99660 - Surveying Aide	8.23
99690 - Swimming Pool Operator	10.89
99720 - Vending Machine Attendant	9.67
99730 - Vending Machine Repairer	10.89
99740 - Vending Machine Repairer Helper	9.67

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.



<b>REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT</b> By direction of the Secretary of Labor	<b>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</b>
<b>ORIGINAL SIGNED BY:</b> William W.Gross                      Division of Director                      Wage Determinations	Wage Determination No.: CBA-2005-3392 Revision No.: 0 Date Of Last Revision: 11/28/2005

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State: **Alabama**

Area: **Madison**

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Employed on National Aeronautics and Space Administration, Marshall Space Flight Center Unified NASA Information Technology Support Services (UNITeS) Contract.

**Collective Bargaining Agreement between contractor: TRAX International Corporation and union: Communication Workers of America, AAFL-CIO, CLC, Local 3905, effective 10/01/2004 through 09/30/2005**

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

## **ATTACHMENT J-8**

### **GOVERNMENT-FURNISHED PROPERTY**

Attachment J-8, Government-Furnished Property, hereby incorporates by reference updated listings of both property and materials. The property listing, designated as Attachment J-8 (A), contains 18,144 items valued at \$107,833,309, and the materials listing, designated as Attachment J-8(B), contains 95,398 items at a total value of \$2,741,169. The listings are located at the online UNITEs contract repository.